KENTUCKY
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LAW ENFORCEMENT

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KENTUCKY LAW ENFORCEMENT

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This publication is produced quarterly as a training and marketing tool for the Kentucky law enforcement community as well as public officials and others involved with law enforcement or the oversight of law enforcement. It includes best practices, professional profiles, technology and law updates of practical application and news-to-use for professionals in the performance of their daily duties.

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The Kentucky Law Enforcement staff welcomes submissions of law enforcement-related photos and articles for possible submission in the magazine and to the monthly KLE Dispatches electronic newsletter. We can use black and white or color prints, or digital images. KLE news staff can also publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

Secretary's Column

Impact of HB 463 Significant; Attention Must be Turned to Penal Code

J. MICHAEL BROWN | SECRETARY, JUSTICE AND PUBLIC SAFETY CABINET

Three years after passage of House Bill 463, the law continues to make a significant impact on corrections spending, drug treatment and, most importantly, public safety in Kentucky.

But to fully grasp the relevance of this groundbreaking legislation, one needs to have a realistic understanding of what HB 463 actually set out to do, versus the urban legend that people have come to believe.

HB 463 did not reform the penal code.

It did, however, address significant reentry issues, particularly those exemplified by successful Mandatory Reentry Supervision, and updated several provisions in our drug laws contained in Chapter 218A.

While the number of state inmates is fluid, rising and falling with the uncontrollable fluctuation of offenders entering the system, there is ample evidence that our concerted efforts are paying off.

For example, as a result of HB 463:

- We've dramatically changed the trajectory of our felon population. According to a 2008 forecast by Dr. James Austin, Kentucky's felon population had been projected to total about 25,000 by fiscal year 2012. After statutory changes in 2008 and 2009 aimed at reversing that trend, the forecast had dropped to nearly 23,000 by June 2012. And while today's actual prison population — hovering around 21,500 — is higher than it was forecasted to be after the implementation of HB 463, the evidence strongly suggests that the population would have been much higher without the initiatives in this law
- Arrests have dropped by more than 40,000 since 2011, while the public safety rate — the percentage of those not charged with a new crime while on pretrial release — has remained high, at 91 percent
- Kentucky added metrics to our drug laws for the first time, differentiating between casual possessors and traffickers
- Kentucky's crime rates have continued to drop. Since 2005, cases have declined by more than 34,000, with DUI cases dropping by more than 10,000
- MRS has realized almost $37 million in savings, with nearly 9,300 offenders released. More than 77 percent of those released under this provision have been successful during their period of supervision
- The number of substance abuse program beds has increased to 5,677, and the Parole Upon Completion waiting list has been eliminated
- The Local Corrections Assistance Fund, created under HB 463 to reinvest a portion of the savings realized from these initiatives, increased by more than $2 million during the past fiscal year, to $4,637,600.

For all the legislative and policy changes implemented over the past few years, more still needs to be done to reign in our felon population and corrections spending. House Bill 463 made headway, although it did little to impart real penal code reform necessary to combine evidence-based strategies with criminal justice responsibilities.

With this solid foundation set, we need now to turn our review to the penal code — the Chapter 500 series — including a thorough review of Kentucky's parole system, discussing widening the band of offenses that qualify for 50 percent parole eligibility, and looking at how we handle parole board cases that are now eligible to be determined by file review.

In addition, the time is ripe to revisit Kentucky's felony classification system and determine if the four classifications that have been used for the past 40 years adequately correspond to modern crime trends and practical applications.

My hope is that as we continue to monitor the impacts of HB 463, we also develop new initiatives to build on the foundation of the law.

Commissioner's Column

The Intricate Balance Between POPS and KLEFPF

JOHN W. BIZZACK | COMMISSIONER, DEPARTMENT OF CRIMINAL JUSTICE TRAINING

For more than a half century, any Kentuckian wanting to become a law enforcement officer had only to meet six qualifying standards: a high school education, a valid driver's license, no felony record, an honorable military discharge, American citizenship and be 21 years of age. In short, virtually anyone could be hired as a police officer, charged with enforcing the law and protecting Kentuckians. In today's world, it was a recipe for disaster.

Some larger departments followed their own standards alongside the state's requirements. The majority of smaller or more budgetarily-restricted police departments relied on state standards, often resulting in the deployment of less-than-qualified officers overwhelmed by the increasing complexities of the evolving world of policing. Simultaneously, a serious lack of up-to-date proficiency training (if any was received at all) caused veteran Kentucky officers to fall further and further behind. Kentucky law enforcement seriously lagged behind other states.

In 1997, a group — consisting of the chiefs and sheriffs' associations, Kentucky State Police, university police, Fraternal Order of Police, Department of Criminal Justice Training, Kentucky Law Enforcement Council and airport police — tackled these endemic problems. After six months of research, debate and study, the group submitted the foundation of the Peace Officer Professional Standards Act, House Bill 455, which was enacted into law in 1998. More than 15 years later, POPS is considered the single biggest accomplishment of Kentucky law enforcement in the 20th century.

More than 4,250 officers have navigated POPS training since 1998, 52 percent of the entire Kentucky police corps. Since 1998, 92 percent of Kentucky police executives reported recruitment has been strongly enhanced by POPS.

Meanwhile, Kentucky prosecutors report significant improvements in criminal investigations, and ultimately convictions, as a result of POPS and training. Liability issues, a constant threat to local governments, have dwindled. Leadership, inter-agency cooperation, written policies, best practices and budgeting all have shown marked improvement. In essence, graduating officers today are prepared to effectively and efficiently begin patrolling and protecting Kentucky communities immediately.

Today, DOCJT, the first nationally-accredited public safety training program in the nation, is recognized as the premier law enforcement training program in the country, providing basic training and annual proficiency training for officers to meet Kentucky's mandatory standards, which are the highest in the nation.

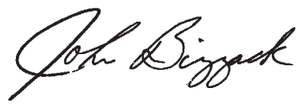
Simultaneously providing the foundation for this professionalization of Kentucky policing, the Kentucky Law Enforcement Foundation Program Fund, also was restructured to support and further advance the progressive changes introduced by the POPS Act.

The astute use of KLEFPF — the only funding mechanism for police standards and training in Kentucky — has quietly but effectively guaranteed higher-quality law enforcement officers on Kentucky's streets. Standardized training ensures the smooth applicability of law enforcement across the state, protecting Kentuckians, ensuring the safety of officers and lowering liability insurance premiums for communities.

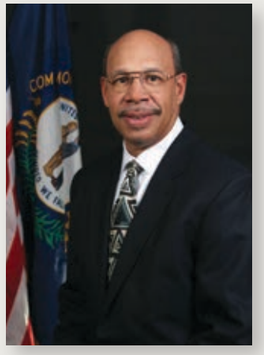
Is this the best that can be done? Is this "good enough" for Kentucky communities regardless of population? Of course not. There is much more to be done, but there is no denying that Kentucky's law enforcement officers now are considered among the best-trained policing forces in the nation.

Maintaining Kentucky's nationally-recognized training programs demands a bi-annual reliance on the surcharge revenue generated by KLEFPF. While adequate funds are generated to underwrite the legitimate needs of both, rarely have there ever been funds from KLEFPF that have not been transferred to the General Fund before all police needs for the budget cycle were met, which is contrary to the intent of the fund.

The entire Kentucky police community benefits from POPS and KLEFPF. Importantly, every community in Kentucky and every citizen also benefits. Meeting the increasing fiscal demands to produce quality, professional policing throughout the commonwealth will not soon diminish. Assuring Kentucky's law enforcement professionals continue to improve and provide the increasingly complex services demanded by Kentuckians will require KLEFPF revenues to first be dedicated to genuine POPS and training needs before applying residual money in the fund for other purposes.



2014 KLEC Shein Award Honors Secretary J. Michael Brown



RICHMOND, Ky. — The 2014 Shein Award, honoring the Kentuckian contributing to the support and advancement of the Kentucky law enforcement during the year, was recently presented to Justice and Public Safety Cabinet Secretary J. Michael Brown.

Named for Dr. Melvin Shein of Louisville and presented annually since 1973, the Shein Award is considered the highest honor of Kentucky law enforcement.

In seven years as secretary, Secretary Brown has managed an active cabinet, with nearly 8,000 employees in seven major departments, including Kentucky's Department of Corrections, Department of Criminal Justice Training, Department of Juvenile Justice, Public Advocacy, Kentucky State Police, Office of Drug Control Policy and Office of the State Medical Examiner.

An advocate for law enforcement policies in Frankfort, he has spearheaded multiple policing initiatives, including the passage of House Bill 463, which modernized Kentucky's drug laws, among other initiatives, and a thorough analysis of the state's KLEFPF proficiency awards status.

"It's an honor to be recognized by such a dedicated team of law enforcement professionals," Secretary Brown said. "For the past seven years I've had the luxury of working with committed officers, command and support staff who have made it possible to weather the challenges we've faced, implement the changes we've needed, and make life better for all Kentuckians."

Directly involved with the work of the Kentucky Law Enforcement Council, Secretary Brown has built an excellent reputation among the law enforcement community.

"Secretary Brown has singularly distinguished himself as a friend of professional law enforcement," said John W. Bizzack, DOCJT commissioner. "From his unique position and perspective, he has maintained a steady course through a number of challenges to the profession and interests of law enforcement."

An Army veteran and member of the Kentucky bar, Secretary Brown previously served as an assistant county attorney and district court judge in Jefferson County. He also served on the board for the Louisville Regional Airport Authority.

"Secretary Brown epitomizes what the Shein Award stands for," KSP Commissioner Rodney Brewer said. "He is intellectually curious about all aspects of the cabinet, has developed a leadership style of trust and earned respect for those who work with him."

GRANT FUNDING

KOHS Program Provides Safety Equipment Grants to Law Enforcement

The Law Enforcement Protection Program enables KOHS to provide funds for equipment to law enforcement agencies across the state.

LEPP provides grants for body armor, firearms, ammunition, electronic-control devices, electronic-control weapons or electronic-muscular disruption technology to sworn peace officers and service animals.

These funds are available for cities, counties, charter counties, unified counties, urban-counties and consolidated local government police departments, public university safety and security departments, sheriffs' offices and special law enforcement officers attached to school districts.

In awarding these grants, KOHS gives first priority to providing and replacing body armor and second priority to providing firearms and ammunition, with residual funds available for the purchase of electronic-control weapons or electronic-muscular disruption technology. Body armor purchased using LEPP funds shall meet or exceed the standards issued by the National Institute of Justice for body armor.

Applications are accepted during the entire year. Applications are reviewed quarterly by KOHS staff, and with approval of the governor, are awarded based on available funding.

For more information or to download an application, scan this QR code with your smart phone or visit www.homelandsecurity.ky.gov/lepp.htm.

Gov. Beshear Announces $2.8 Million in State Homeland Security Grants

More than $2.8 million in State Homeland Security Program grants for 103 projects across the commonwealth were awarded in October.

The U.S. Department of Homeland Security funds are used to build and strengthen preparedness capabilities at all levels through planning, equipment and readiness activities.

Gene Kiser, executive director of the Kentucky Office of Homeland Security, said local agencies submitted 180 applications totaling $8.9 million for these grants. Of the grants:

Forty percent, or $1.1 million, was approved for communications equipment such as alert systems, 911 projects, infrastructure and radios.

Thirty-seven percent, or $1.06 million, was approved for equipment used in bomb detection, as well as medical, protective and search-and-rescue items.

Twenty-three percent, or $661,800, was approved for physical security equipment and generators.

The approved grants can be viewed at www.homelandsecurity.ky.gov/gp.

Luallen Appointed Lt. Governor

Gov. Steve Beshear appointed Crit Luallen, a former state auditor, to serve as lieutenant governor following the resignation of Lt. Gov. Jerry Abramson. Luallen has decades of experience in Kentucky's executive branch, including stints as state budget director, secretary of the Governor's Executive Cabinet, secretary of the Finance and Administration Cabinet and secretary of the Tourism Cabinet.

NY Prosecutor to Fund Rape Kit Testing Nationally

Evidence from up to 70,000 rape cases nationwide will get long-awaited DNA testing, the Manhattan District Attorney Cyrus R. Vance Jr. announced as he pledged as much as $35 million to help eliminate a backlog that has long troubled authorities, victims and lawmakers.

Experts estimate hundreds of thousands of rape kits — swabs and specimens gathered during exams victims undergo after attacks — remain to be tested for genetic evidence that could identify or eliminate a suspect. The $500-to-$1,000-per-kit cost of testing has been a major factor, despite millions in federal funding.

Besides testing rape kits, the money also will go to auditing how big backlogs are and making sure authorities follow the best methods for testing and using the evidence.

ODCP Awards Grants to Kentucky Coalitions to Prevent Youth Substance Use

Michael Botticelli, acting director of the Office National Drug Control Policy, announced in October the award of 680 Drug-Free Communities Support Program grants, totaling $84 million, to communities across the country. Funding from the grant will focus on reducing the use of and increasing youth's perception of the dangers of three types of substances: alcohol, prescription drugs and marijuana. Some of the projects funded by the grant will include an alcohol tip line, a program to promote safe service of alcohol at festivals, prescription take-back programs and youth advisory councils.

The following Kentucky communities received grants:

FY 2014 DRUG FREE COMMUNITIES SUPPORT PROGRAM NEW GRANTEES

- LaGrange, Coalition for a Healthy Oldham County
- Fort Mitchell, Boone County Alliance For Healthy Youth
- Liberty, Casey County KY ASAP
- Pleasureville, Countywide Action Reachout Effort, Inc. Youth Coalition
- Louisville, Family and Children First, Inc. 7th Street Corridor PAL Coalition
- Shelbyville, Shelby Prevention
- Louisville, Louisville Metro Alliance for Youth
- Barbourville, Knox County UNITE Coalition

FY 2014 DRUG-FREE COMMUNITIES SUPPORT PROGRAM CONTINUATION GRANTEES

- Bowling Green, Save Our Kids Coalition, Inc.
- Hawesville, Hancock County Partners for a Healthy Community-Healthy Youth
- Booneville, Owsley County Drug Awareness Council
- Tompkinsville, Monroe County CARES
- Grayson, Carter County Drug Free Coalition
- Bedford, Trimble CARES
- Carrollton, Champions for Drug Free Carroll County
- Greensburg, Green County KY Agency for Substance Abuse Policy
- Scottsville, Scottsville/Allen County Faith Coalition, Inc.
- Covington, Kentucky Agency for Substance Abuse Policy-Northern Kentucky Board
- Somerset, Pulaski County KY- ASAP Board
- Glasgow, BHM KY-ASAP/DFC Coalition
- Mayfield, COURT Graves County Agency for Substance Abuse Prevention
- Erlanger, Kenton County Alliance to Prevent Substance Abuse

NEW CHIEFS

SCOTT SCHWARTZ
Cincinnati/Northern KY Airport Police Department

Scott Schwartz was appointed chief of Cincinnati/Northern KY Airport Police Department on August 1. Schwartz has 23 years of law enforcement experience and his entire career has been spent at the Cincinnati/Northern KY Airport Police moving through the ranks of patrolman, detective, sergeant, lieutenant and assistant chief to become chief. He graduated from Northern Kentucky University with an associate's degree in Law Enforcement and a bachelor's degree in Criminal Justice. Schwartz also is a graduate of the FBI National Academy 215th session and the Department of Criminal Justice Training's Basic Training Class No. 211 and Criminal Justice Executive Development Class No. 4.

WINSTON TYE
Barbourville Police Department

Winston Tye was appointed chief of Barbourville Police Department on August 29. Tye has17 years of law enforcement experience, and he began his career with the Barbourville Police Department as a dispatcher. He served Kentucky Vehicle Enforcement for six months before coming back to Barbourville, moving through the ranks to become chief. Tye is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 262.

SHAIN STEPHENS
Harrison County Sheriff's Office

Shain Stephens was appointed sheriff of Harrison County on August 1. Stephens has more than 26 years of law enforcement experience. He began his law enforcement career with Motor Vehicle Enforcement. Stephens served the Kentucky State Police and the Paris Police Department as a lieutenant before being name sheriff of Harrison County. He is a 1989 graduate of Motor Vehicle Enforcement Basic Training and a graduate of Kentucky State Police Academy Cadet Class No. 71.

PHIL CRUMPTON
Taylorsville Police Department

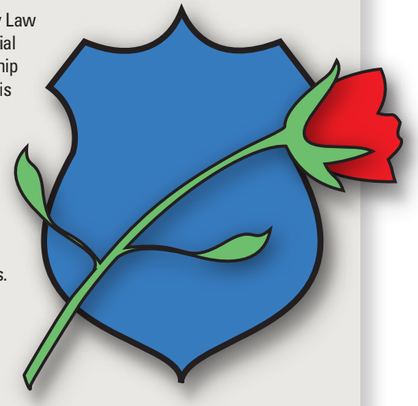
Phil Crumpton was appointed chief of Taylorsville Police Department on August 1. Crumpton began his law enforcement career with the Kentucky State Police — retiring as commander over the police academy. Crumpton also served with the Wilmore Police Department before his appointment with Taylorsville.

JEFF ABRAMS
Frankfort Police Department

Jeff Abrams was appointed chief of Frankfort Police Department on September 1. Abrams has spent 18 years in law enforcement, starting his career as a corrections officer. He began with the Frankfort Police Department in 1996 and worked his way through the ranks. Abrams obtained his Associate's Degree from Columbia Southern University. He is a graduate of Department of Criminal Justice Training's Basic Training Class No. 253, Academy of Police Supervision Class No. 3, and the FBI National Academy 232nd session.

Annual KLEMF Scholarship Deadline in March

The annual Kentucky Law Enforcement Memorial Foundation scholarship application deadline is March 31, 2015. Scholarships are available to all sworn or retired law enforcement officers and telecommuincators and their dependents. Please contact Pam Smallwood for more information at pam.smallwood@ky.gov or at (859) 622-8081.



KLEC Presents CDP Certificates

STAFF REPORT | KLEC

The Kentucky Law Enforcement Council's Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 18 professional certificates; 13 for law enforcement that emphasize the career paths of patrol, investigations, traffic and management; and five certificates for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The KLEC congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

INTERMEDIATE LAW ENFORCEMENT OFFICER

Hardin County Sheriff's Office
Ronnie G. Crim

Jefferson County Sheriff's Office
Albert D. Elliott

Louisville Metro Police Department
Jerold D. Bennett Jr.

Madison County Sheriff's Office
Stephen K. Gibbs
Phillip W. Sturgill
Edward York

Pikeville Police Department
Addison A. Baisden

Richmond Police Department
Eric T. Short

ADVANCED LAW ENFORCEMENT OFFICER

Covington Police Department
Brian R. Valenti

Fayette County Schools Police Department
Eugenia C. Wilson

Frankfort Police Department
James W. Ebert

Fort Wright Police Department
Brian N. Cornett

Independence Police Department
James E. Moore

LAW ENFORCEMENT SUPERVISOR

Covington Police Department
Brian R. Valenti

Edgewood Police Department
Nathan A. Due

Frankfort Police Department
Charles R. Adams Jr.

Nicholasville Police Department
Eric T. Justice

LAW ENFORCEMENT MANAGER

Covington Police Department
Gregory J. Jones

Frankfort Police Department
Charles R. Adams Jr.

Kentucky Department of Fish and Wildlife Resources
James E. Heady

LAW ENFORCEMENT EXECUTIVE

Frankfort Police Department
Charles R. Adams Jr.

LAW ENFORCEMENT OFFICER INVESTIGATOR

Attorney General's Office
Shannon E. Blevins

Covington Police Department
Sarah L. Lusardi

Jefferson County Sheriff's Office
Albert D. Elliott

Kentucky Public Protection Cabinet, Department of Insurance
Walter B. Petot

Logan County Sheriff's Office
Kevin L. Bibb

Pulaski County Sheriff's Office
Robert Jones
Walter S. Trotter

LAW ENFORCEMENT TRAFFIC OFFICER

Attorney General's Office
Shannon E. Blevins

INTERMEDIATE PUBLIC SAFETY DISPATCHER

Jessamine County 911
Elizabeth S. Van Hook

Lexington Enhanced 911
Debra J. Robinson

ADVANCED PUBLIC SAFETY DISPATCHER

Harlan Police Department
Chris H. Jones

Jessamine County 911
Elizabeth S. Van Hook

Lexington Enhanced 911
Debra J. Robinson

St. Matthews Police Department
Lisa A. Richardson

PUBLIC SAFETY DISPATCH SUPERVISOR

Lexington Enhanced 911
Debra J. Robinson

LAW ENFORCEMENT OFFICER ADVANCED INVESTIGATOR

Attorney General's Office
David Reed Wilbers

Covington Police Department
Eric J. Higgins
Corey J. Warner

Kentucky Public Protection Cabinet, Department of Insurance
Walter B. Petot

Logan County Sheriff's Office
Kevin L. Bibb

London Police Department
Gary D. Proffitt

Nicholasville Police Department
Eric T. Justice

Paris Police Department
Kevin R. Anderson

COMMUNICATIONS TRAINING OFFICER

Morehead State University Police Department
Penny H. Bond

Hayter Named DJJ Commissioner, Cook Named New Deputy Commissioner

Effective Nov. 1, Justice and Public Safety Secretary J. Michael Brown named Bob Hayter as the commissioner for the Department of Juvenile Justice, a position he has held in an acting capacity since April.

In addition, Hayter announced the appointment of Mark Cook to deputy commissioner of Program Operations at DJJ.Cook began his career with DJJ in 2001 as a youth worker I at the Warren Regional Juvenile Detention Center and has worked his way through the ranks. He was named a youth worker supervisor in 2002, and was promoted in April 2006 to youth services program supervisor. In 2009, he was named superintendent. Since October 2013, he has served as the division director for the central region.

"The skill set and experience Mark brings to the position makes him an invaluable asset to lead program operations at DJJ," Hayter said. "Mark has led by example throughout his career and is well respected throughout the department."

Cook received a bachelor of science degree from Mid-Continent University in 2007. He is a United States Marine Corps veteran. His appointment was effective Sept. 1.

PHOTO BY JIM ROBERTSON

CULMINATING A CAREER

Profiling Bill Crider, Dawson Springs Police Chief and Kentucky Association of Chiefs of Police Chief of the Year

KELLY FOREMAN | PROGRAM COORDINATOR

By the time you read this story, Dawson Springs Police Chief Bill Crider will be stringing Christmas lights across every inch of his roof, securing Rudolph in his front yard and sipping egg nog with his wife and two daughters.

After more than two decades of public service, it will be the first holiday this Kentucky Association of Chiefs of Police chief of the year, 18-year police chief, firefighter, Alcoholic Beverage Control officer and EMT will spend at home with his family without being called away to serve his community.

On Halloween, Crider hung up his duty belt and left behind an esteemed career he has loved. But before he left, we got a chance to talk to him about policing and life after the badge.

Tell me about the early days of your career.

I knew from a very young age I wanted to go into policing. In the mid-80s, I had a great uncle who was a two-term sheriff in Caldwell County. He hired the deputy sheriff who hired me when he became sheriff later. I just always admired what they did, the community service and that they were trusted and respected. It was something I desired to do. In high school I had some experience with other jobs, and I didn't mind that, but I *had* to go to work every day. In law enforcement, I *get* to go to work every day. That's the way I feel about it. I get to get up and go to work serving the community and helping people.

I started my career on May 2, 1991 with the Caldwell County Sheriff's Office. I was in a college intern program from Murray State University. I was attending Murray State, of course, when as an elective, I had the chance to take an internship. So I spoke to a good family friend who was the then-sheriff of Caldwell County. He set up an intern program for me that summer. After it was over, I hung around and helped out when I could. I went back to college, and eventually it worked into a full time job. I worked for Caldwell County until Oct. 20, 1994.

I worked in Caldwell County late into the evening of Oct. 20, and I started here at Dawson Springs Police Department at 6 a.m. on Oct. 21. At the time, there was no particular big reason I left the sheriff's office. I loved working for Caldwell County, and I love the sheriff's office setting. However, that was a time when the sheriff's deputies were not required to go to the academy. That was prior to the Peace Officer Professional Standards Act and smaller counties didn't send deputies to the academy. Not just Caldwell County — a lot of them didn't. I was recruited to work for Dawson Springs by the former chief. My desire to attend the academy, further my training and education process is what led me here. >>

PHOTO BY JIM ROBERTSON

▲ Dawson Springs Police Chief Bill Crider talks with a local insurance agent. Crider is involved with the community as its chief as well as serving as a local fireman and EMT.

Crider retired in October after being named Chief of the Year by the Kentucky Association of Chiefs of Police. While he is unsure about his future following retirement, he contends that after two decades of service, policing is in his blood.

PHOTO BY JIM ROBERTSON

>> Education and training has been a major priority for you throughout your career. Can you tell me about your experience of graduating from the first classes of both the Criminal Justice Executive Development and the School of Strategic Leadership at the Department of Criminal Justice Training?

I was very fortunate in that aspect. I obtained a bachelor's degree in political science and criminal justice from Murray State University. My last semester of college I had already gone to work following my internship.

I came here and, being a small department, it just felt right. That's the only way I can explain it. I graduated from the academy the day before my one-year anniversary with Dawson Springs in Basic Training class 242. That was Oct. 20, 1995 and I got married on Oct. 21, 1995. I was late for my own wedding rehearsal coming home because Keeneland traffic let out during my drive home.

In a small department, we don't have a lot of rank. We have a second in command here that is the rank of captain. I was promoted to captain on Feb. 2, 1996. About a week or two later, the chief announced he was leaving. The mayor at that time and I sat down and spoke about it and I was apprehensive about being chief of a department, especially at that age. I was only 24 years old at the time. However, she encouraged me, I accepted the position and was promoted to chief on March 15, 1996.

I had almost five years of law enforcement experience at the time, but I had only been out of the academy for less than a year. That's what gave me the desire to look at the CJED class. When the brochure came out, it was an eight-week class broken down over a two year period. Two weeks in the spring and two weeks in the fall for two years. I thought, 'I can do that.' Being chief, there are so many things that come up that basic training obviously doesn't apply for because basic training is just what it says — it prepares you for the basics of law enforcement. When I was promoted to chief, that was the beginning of my desire to learn because I really had to buckle down and find a way to get things done and figure some things out.

What was it like being on the forefront of some of that early training?

I was fortunate enough to be one of the 20 chosen for the first CJED class, and it opened up a future that was unreal. I am a small-town, western Kentucky guy. You hear these stories about northern Kentucky, eastern Kentucky — all parts of the state were represented in that class. I met some of my best friends there.

It was tremendous for me personally as well as professionally. The level of training they offer at DOCJT, especially in specialized courses such as CJED, is tremendous. Anything from public speaking to report and letter writing to best practices. It's a networking and information-sharing process and, what you learn is that most everything you want to do has already been done. You don't need to reinvent the wheel. You steal the wheel from somebody else and shave it to fit your department. That's what we do in a lot of things. I get phone calls and make phone calls about this problem or that issue or someone calls saying, 'I need a policy on this.' Thanks to those networks, I know how to get it in a heartbeat from multiple places.

What was it about having that early foundation of training that was so important to you?

In a small town, could I have winged it and made it through? Probably. Who knows? But I wanted to be the best I could be. I wanted my department to be the best it could be and to do the best job for our city that's possible with the resources that we have. The level of training I received at CJED was just a starting point. After that I started going to the old command decisions, now the Police Executive Command Course, and I've been to that every year since. That's top-level leadership management training on current issues that affect your department.

In 2005, they wrote the SSL course, which I wish was still available. That is an experience you won't get anywhere else. SSL was a graduate-level course that dealt with philosophy and theory of law enforcement and management. Again, just the networking opportunities were invaluable. It's a whole other database of knowledge. When you sit in class with people for 216 hours, you get to know them on a more personal level.

> *In a small town, could I have winged it and made it through? Probably. Who knows? But I wanted to be the best I could be. I wanted my department to be the best it could be and to do the best job for our city that's possible with the resources that we have.*

You plan to retire on Oct. 31. Are you ready to leave policing?

I am very active and this retirement is based on timing. I love what I do. I emphasized that when I announced it and gave the mayor my notice that my retirement has nothing to do with the city, the department, people in town or anything else. It's about me. I've been doing this for 23 years now. My wife works in a family-owned business. I have two kids. I pay for their insurance. The way the retirement system is set up now — I'm in the old hazardous system — I can retire and draw a nice pension and gain the family insurance. It's time to gain that.

When in your career did you start thinking about retirement?

I started thinking about it pretty much from day one in some form or fashion. Retirement benefits weren't a driving factor of me becoming an officer. I started in the non-hazardous system in Caldwell County. Dawson Springs offered non-hazardous retirement when I came here and that's one thing we changed. I upgraded to hazardous in 1999. I did go back and convert my non-hazardous time to hazardous time prior to the change in 2008, so I guess you can say I was thinking about it then. But even before then, when you start as young as I did on a non-hazardous system, even a 27-year retirement was pretty good. As time went on, I got more serious about preparing for it. Would I have not joined the sheriff's office or not stayed in law enforcement if it were not for the hazardous retirement?

No, I would have been here regardless. But it was obviously an important factor of the job.

What advice about preparing for retirement can you offer to younger officers?

You really need to start retirement planning from day one. Put things aside financially. Take care of yourself. This is a physically-demanding career. Mentally, too, for that matter. Take care of yourself and plan your financial assets. You might want to think about an outside retirement in addition. Think about your family, and the opportunities that await following retirement. I am 43 years old. I'm not going to sit, obviously. Think about some things you want to do after retirement that you can prepare for while you're still working. For instance, accident reconstructionists have tremendous opportunities following retirement with insurance companies. They help them save money. There are opportunities in teaching at community colleges or the academy. That's a great thing.

I know you're going to ask what I'm doing next and I'm going to tell you I don't know. I really don't. After Oct. 31 we will see what happens. I'm going to take November and December off and kick back. I'm big into Christmas decorations — I'm kind of the Griswold of Dawson Springs. I have a 14 year old, Madison, and a 2 year old, Ally. I'm looking forward to spending some family time with them. >>

>> I have a house and some property in northern Caldwell County where I'm from, down beside my mom and sister. I'll move back home after the first of the year probably. I have a bit of remodeling I want to do, a little clean up down there. I don't want to move during the holidays — I don't think that would be fair to the kids.

Since you announced your retirement, have you had time to think back about the experiences you have had during your career?

You always think back about what you could have done differently. I'm pretty satisfied, though. I have had a great run in Dawson Springs and the rest is history. When I took over, there were two things I wanted to do. I didn't want to leave a mess for the person behind me and you do that by leaving it better than you found it. That's the two things I have been trying to look at and study.

In a small town you have turnover. People leave small departments for obvious reasons — for more money, maybe better benefits. Also in a small department, there isn't a lot of room for promotion. Special assignments such as the K-9 unit, narcotics unit, detective, school resource officer, bicycle unit — things of that nature we just don't have. When I came to Dawson Springs it cost me $1,000 to take the job because officers had to buy their own weapon and furnish their own leather. I fixed that pretty rapidly by providing departmental issued guns, both duty and off duty. We issue full leather now like probably should have been done then. We also issue a take home fleet for officers who live within so many miles of town. That's a benefit for the officers and the department because they can respond if I need them from outside of town. I'd rather them be in the police car trying to get here than in a personal vehicle.

In those cars, we were fortunate enough to get mobile-data terminals complete with Wi-Fi cards. They have Internet access wherever they are, which means the computer-aided dispatch system is always working. That's an officer safety as well as convenience issue. We put rifles and shotguns in the cars, preliminary breath test devices, moving radars and digital video cameras. All the cars are up to date and fully equipped for what you need in police work.

> *It will be kind of neat to get up on Christmas morning and let the kids open presents, cook breakfast and not worry about having to go to a domestic.*

In addition, when I came here we had no health insurance. A previous mayor added that not long after I started here in 1996, and then in 1999 we switched to hazardous duty retirement, which was a big deal for us. That made recruiting easier and solved some officer retention issues.

Tell me about your involvement with the Kentucky Association of Chiefs of Police.

I joined KACP with a lot of encouragement from then-Henderson police chief, now Henderson County Sheriff Ed Brady. He's been a police officer as long as I've been alive. I started going to western region meetings and Ed was the chairperson. I later was elected as the western region chairperson and stayed there almost four years. Then an opportunity became available for me to take an appointment to the executive board. I served as the sergeant at arms for two and a half years. I debated whether I wanted to tackle moving up in the ranks because the first vice president is in charge of the annual conference. That's a huge event. In a small department I was wondering if I needed to take that on. With the encouragement of several friends and then-accreditation manager, Mike Bischoff, I decided to run for third vice president, then I moved up through the chairs. In 2012, we hosted a nice conference in Bowling Green. I was president the next year, and now I'm a has been.

At the conference in August 2014 I was named Chief of the Year by KACP. You can't put into words what that meant. It is the most humbling thing, and as you can tell, I'm not usually at a loss for words. That night I was searching for words. I'm not sure it's an individual award, it's more like a departmental award. Everything that led to that was with a lot of support. I am on my third mayor since I took office. I say I wore the other two out. Each one has been so supportive of the police department and what we do. Each one has supported me, not only professionally, but also personally. We have some core council members who have been here a long time. There are two or three newer members, but I have always been able to sit down and talk to them and explain to them the things I want to do.

There are so many chiefs across this state that do so much every day. To be singled out and put in a group of the ones who have won before — it's just unreal to be in that category.

Thinking back to those early days when you took the helm at 24 years old, did you ever imagine yourself where you are now?

No. My early desire, believe it or not, was to join the Kentucky State Police. In 1994 when I left the sheriff's office, I had already applied and tested with the state police. I was forthcoming with the Dawson Springs chief, but I went to an interview with KSP after I had already come here. I live by a motto that everything happens for a reason. Sometimes we can't explain why or what it is. We may never know. But for whatever reason after that interview I didn't make the cut with KSP. At that point, I was starting to realize that maybe the small town atmosphere was good for me, and I was starting to get a hold here in Dawson Springs.

Policing is different from sheriffing, obviously, and I was really starting to find my niche. But just for the experience, I went for the interview. Thousands apply for the state police and I wanted to go and see what I could learn from the interview. I still ask questions I learned there when I interview somebody now. In addition, over the years I have sat on promotional boards across the state and it's always neat to see that process and hear answers from the applicants. It's a continuous, daily learning process. I tell our new guys, 'If I could go to Wal-Mart and buy you a six-pack of experience and put it in your pocket, I would do it.' But the only way to get experience is to do it, through time. Time is experience. If you ever quit learning, that's the day you want to go home. That's the day you become dangerous.

In your career, are there any experiences or cases that stuck with you and shaped the officer you are now?

There are. Since I have been here there have been three murders in town, and each of those stick with you. Each was different, but naturally I try to think if there is something that could have been done differently to prevent it. We had some pretty high-profile burglary cases that I'm convinced were connected to a statewide ring, particularly dealing with drug stores. Child abuse and deaths always stick with me. You also don't forget those car wrecks and house fires. Being a fireman, I may be the one on the end of the hose that goes in and finds them.

Things like that stick with me, but you use that to learn and grow. If you tell somebody it doesn't bother you, you're misleading them. I think it does, and probably should, bother you. You learn to talk about it and share your emotions. It's just part of the job. Through training, family support and professional support from other officers in your networks, you learn to deal with those experiences.

What are you looking forward to most about retiring?

I'm actually looking forward to having holidays off. I have not had a holiday off in 23 plus years. Even if I'm not on the clock that day, in a town this size, I'm always on call. If somebody needs a day off to go see family around the holidays, I will work it myself so they can go. There's nothing more important than family. A whole lot of what this retirement is based on is family.

It will be kind of neat to get up on Christmas morning and let the kids open presents, cook breakfast and not worry about having to go to a domestic.

My older daughter, Madison, is looking forward to it. So many times I have a lot of meetings at night and days go by that I don't get to see them. I come in to work at 6 every morning. They're asleep when I leave for work and asleep when I get home at night. I'm looking forward to doing more family activities. We love to walk when we have time. I have a Harley, and we like to go motorcycle riding.

I will continue firefighting for a while. After the first of the year I will see what's available. If somebody is interested in me, I may be interested in them. I may go back into policing. I won't rule that out.

Do you think after all this time policing is just in your blood?

It is. I can't imagine just stopping. Legally speaking, I will have to. But, for example, my wife has learned to deal with the fact that when I walk through parking lots I'm reading tags. When I walk into a restaurant I'll tell her, 'That guy's got a warrant.' I'm constantly watching things like that. Everybody who walks in the door I'm looking at and being observant. Being nosy sometimes will solve a crime. I don't know if that will ever change.

At the end of a distinguished career, what would you say has been the best part of policing for you?

The best part for me has been policing in a small town. I get to do everything. Sometimes I have to do everything. It depends on how you look at it. I work all of my own cases, where at a bigger department some cases would get kicked to a detective. Here, you are the detective. I get to be hands on and involved in cases. Even as chief, I'm still a patrolman. In a big city, you wouldn't have that. I love that I still get to work the street. The administrative side of this job continues to grow and takes me off the street more, but I still pull a shift by myself on the road.

In a small town, everybody knows you and you know most everybody. You can become a true part of the community. I believe a police officer, wherever he is, should be a part of the community, not just an employee of it.

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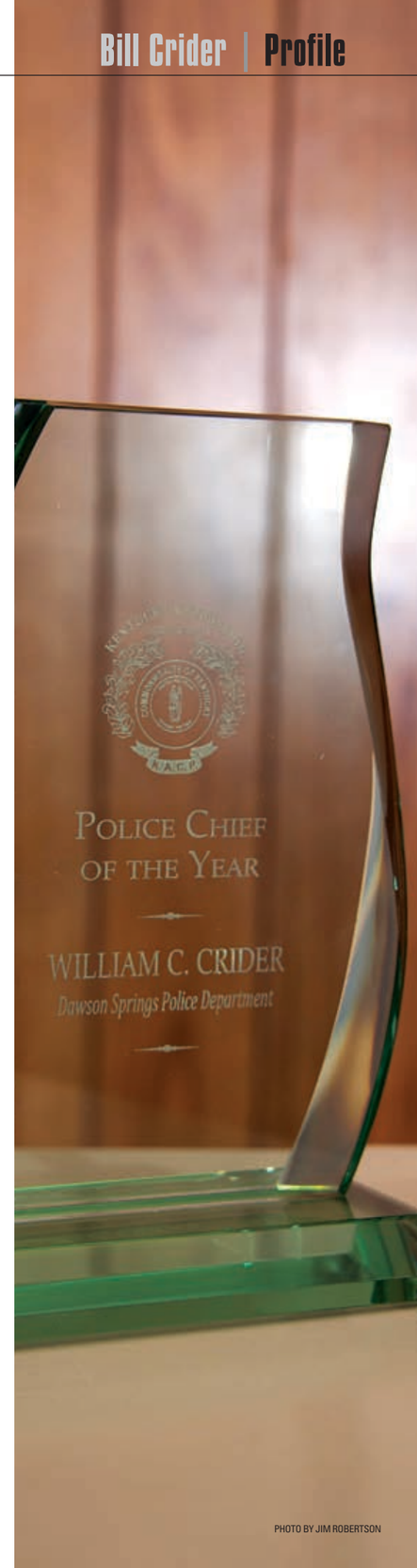
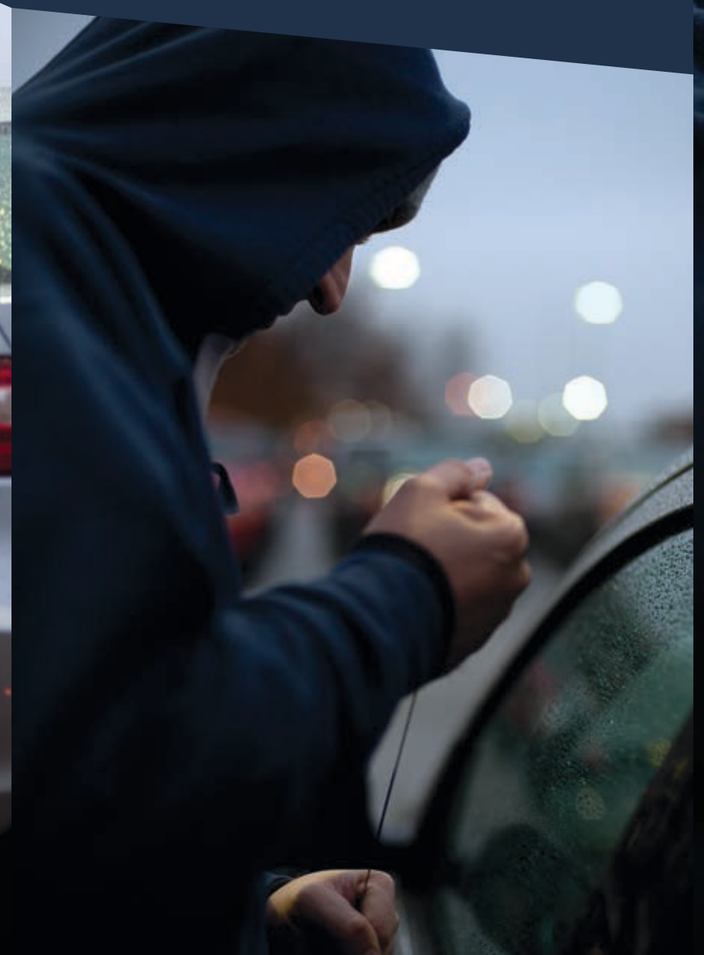


PHOTO BY JIM ROBERTSON

HARD TO CRACK, HARD TO CLEAR

Examining how agencies can increase their success in motor-vehicle theft cases

ABBIE DARST | PROGRAM COORDINATOR
PHOTOS BY **JIM ROBERTSON**



After a long day at work, a young factory worker begins his drive home. While in commute, his truck breaks down, forcing him to pull off to the shoulder. The perfect ending to an already difficult day, the young man calls his wife to pick him up — he'll deal with the car tomorrow morning.

When he returns the next morning, the only signs of his truck are mud tracks from a larger vehicle that appears to have backed up to where his truck should have been and then pulled back onto the road — apparently towing his 2001 Chevy S-10 to who knows where.

In communities across Kentucky, this is not an uncommon situation. Vehicles temporarily left on the roadside or even parked in a convenience store parking lot while the driver runs in to buy a drink, are stolen, towed away to local scrap yards and sold for scrap metal. Car theft puts several hundred dollars of pure profit in the thief's pocket and potentially makes the scrap yard thousands of dollars in parts sold piecemeal, said Detective Richard Blumeier with the Louisville Metro Police Department Auto/Cargo Theft Unit.

Louisville has the highest number of motor-vehicle thefts in the state, with more than 8,500 auto thefts reported in 2013 alone, according to the "Kentucky State Police Crime in Kentucky 2013" report. However, last year, only 21 percent of those motor-vehicle theft cases were cleared, mirroring the clearance percentage of the entire state. Yet Kentucky is ahead of the national average of only 11.9 percent clearance on motor-vehicle theft cases, according to the FBI's Crime in the United States 2012 report.

Such soft requirements make illegal scrapping of stolen vehicles a very simple means of employment for criminals in the commonwealth.

"I think you should have to prove that it is yours to be able to scrap a vehicle," said Richmond Police Chief Larry Brock. "It's an easy thing to prove you own a vehicle. It's not like going into a pawn shop and trying to sell a necklace, but for whatever reason that's not the law."

Blumeier and other LMPD detectives have built relationships with many Louisville scrap yards, including River Metals, the largest in Louisville with an additional five scrap yards in Kentucky and four more in the neighboring states of Ohio, Indiana and Illinois.

> *According to Kentucky law, if a vehicle is more than 10 years old, a person seeking to sell it to a scrap yard is not required to provide a title or any proof of ownership of the vehicle to the salvage yard.*

"When I look at the hot sheet with all the cars stolen in the city, sometimes there are 10 to 20 cars over just a one- or two-day period," Blumeier said.

SCRAP IT

And with 12 licensed scrap yards in Louisville, there are plenty of places for thieves to turn stolen vehicles into instant cash.

According to Kentucky law, if a vehicle is more than 10 years old, a person seeking to sell it to a scrap yard is not required to provide a title or any proof of ownership of the vehicle to the salvage yard.

"If it's more than 10 years old, the scrapper doesn't need any paperwork, just the person's word and a promise that he or she got [the vehicle] legally, and they'll scrap it," Blumeier said.

"River Metals will call us when they get a vehicle believed or known to be stolen," Blumeier said. "They have a system that allows them to run vehicle identification numbers to a cross-referenced database. The database can tell them whether the VIN has been entered as stolen, but provides no information on who owns the vehicle."

River Metals has committed to running every VIN that comes into their yard and will call LMPD investigators if it comes up as belonging to a stolen vehicle.

"Then we can charge whoever brought it in with receiving stolen property," Blumeier said. "We talk to that person >>

Louisville Metro Police Detective Richard Blumeier serves as the city's auto theft/cargo theft investigator. He works cases involving large scale-auto thefts or insurance fraud cases.

and try to pinpoint who took the car originally, but the [person] who scrapped it ultimately is responsible."

Unfortunately, not all scrap yards are committed to assisting law enforcement if it means they will ultimately lose money, he added.

In Richmond, detectives said that most of the area scrap yards will record the VIN on vehicles that come in to be scrapped, but they do not run them to see if they are stolen. They do record the VINs and make them available to law enforcement seeking to recover a vehicle, Brock said.

"[The scrap yards] will get information from the [seller] but no proof of ownership," he explained. "By the time officers figure out that's where a vehicle went, it's already gone."

Most scrapped cars are crushed and gone within days, said Daviess County Capt. Bill Thompson, chief of the office's investigative unit. In many cases, officers may not recover the vehicle, but can clear it and close the case.

In Daviess County, law enforcement has also built good relationships with local scrap yards. They have a good system of documenting and tracking the people who sell the vehicles and actually have cameras on the scale, photographing everything that comes in, Thompson said.

> *However, a growing trend in motor-vehicle theft is cloning. As law enforcement officers know, criminals go to great lengths to commit crime, and vehicle cloning is no exception.*

ATTACK OF THE CLONES

Though building relationships with local scrap yards is a great way to help recover stolen vehicles or at least clear theft cases, it only helps in scrapping cases. However, a growing trend in motor-vehicle theft is cloning. As law enforcement officers know, criminals go to great lengths to commit crime, and vehicle cloning is no exception. Cloning begins with a perpetrator purchasing a salvaged car at auction along with its salvage title. Once purchased, the perpetrator will begin hunting down another vehicle matching the make and model of the one purchased. Once located, he or she will steal that vehicle and remove the VIN plate from the front dash, Blumeier explained. The perpetrator will install the salvaged vehicle's VIN plate onto the stolen vehicle and go to the county clerk's office and request a new title for the vehicle, saying the salvaged vehicle has been completely fixed up and painted. After having the vehicle inspected by the sheriff's office, and showing that the VINs match, the perpetrator is issued a clean title.

"If I'm the bad guy, I can sell that stolen car to you, and you would not know any better," Blumeier said.

There are few ways to discover these cloned vehicles. One is if a search warrant is executed on a chop shop and they find the salvaged vehicle, or if the clerk realizes that the same vehicle was sold and re-titled somewhere else with less miles on it. Sometimes clones are discovered if the vehicle is in an accident and an insurance adjuster comes to look at it and realizes something isn't right, Blumeier said.

One telltale way to determine a cloned vehicle is using secondary VINs which appear in multiple locations inside and around all vehicles. For instance, the original VIN may be stamped on the engine block or inside the hood. These locations change every few years on every vehicle make as well, so they are not easily found, and therefore usually found intact by investigators, Blumeier said.

"When an officer pulls you over, he may look at the VIN or just look at the paperwork," he said. "He doesn't have time to crawl [around] looking for secondary VINs. Their (the perpetrators') chances of being caught are slim to none because something dramatic usually has to happen for it to be caught — like a wreck."

FIRST LINE OF DEFENSE

In Daviess County, Thompson said finding and identifying cloned vehicles relies on observant and meticulous road officers.

"It's a matter of a road officer stopping a vehicle and running the VIN and the officer develops a suspicion for one reason or another," Thompson said. "We've recovered more like that than with general investigations. Patrol is the backbone of any law enforcement agency." >>

▼ Detective Richard Blumeier demonstrates how numbers in various locations match up to parts of a vehicle's original VIN number — making auto cloning easier to detect.

Kentucky's Theft Law

Motor vehicle theft is prohibited and punished under Kentucky's general theft law. A person commits the crime of theft in Kentucky by taking or exercising control over property that belongs to someone else with the intent to permanently deprive the owner of the property. Under Kentucky's theft law, both a person who steals a car and a person who is caught with a stolen car and knows that it has been stolen (and is therefore "exercising control" over another person's car) could be charged with theft. (Ky. Rev. Stat. Ann. § 514.030.) For example, Bobby breaks into a car in his neighborhood and takes the car. The next day, Susie buys the car, knowing that Bobby stole it, and she drives the car around town. Both Bobby and Susie could be convicted of theft.

From the CriminalDefenseLawyer.com ■

By hooking in to a vehicle's computer system, Detective Richard Blumeier can get a read off of the vehicle's original VIN to verify if it has been stolen and cloned. Sometimes the computer information will have been wiped clean, which also is a good indicator that the vehicle may be stolen.

>> Richmond's Chief Brock agrees, saying stolen vehicle reports are immediately distributed to all officers.

"Our patrol officers are diligent at observing for the vehicle," Brock said. "It's easy to enter a vehicle as stolen into NCIC and wait until someone runs across it, but we try to be more efficient in circulating the information. The credit goes to our patrol officers who are out there looking for vehicles.

The Richmond Police Department records about 55 auto thefts per year, however, their average clearance rate is 40 percent — nearly double the state average, and four times higher than the national average.

"We're not doing anything special or fancy, just basic police work and being knowledgeable and observant," Brock said. "These are tough cases. So many times there is a lead out there that maybe there's just not initiative taken to follow up on, and the chance to solve the case falls through the cracks.

"In my report reviews, if there are leads, I make sure officers are following those up," Brock continued. "It's a team effort with investigations."

Brock emphasized that his officers' diligence allows more cars to be recovered than even is reflected in their high percentage clearance rate.

"Just recovering a vehicle doesn't warrant a clearance in the uniform crime report stats," he said. "There are many times a vehicle is recovered, and we don't charge anyone with the theft. So it stands to reason you'll have more recoveries than clearances."

Across the commonwealth, law enforcement officers are facing the same difficulties that plague agencies and communities across the country when it comes to the complexity of solving motor-vehicle theft cases and recovering vehicles for victims. But whether its law enforcement officers, salvage yard workers or county clerk employees, simply being diligent and aware of the many cons today's criminals use to successfully avoid being discovered with a stolen vehicle, is the best line of defense against perpetrators of motor-vehicle theft.

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Classification of Motor-Vehicle Theft

Like most states, Kentucky punishes most thefts based on the value of the property stolen. The more valuable the stolen property, the more severely the theft is punished.

CARJACKING

Kentucky does not have a specific law against carjacking — taking a vehicle from the owner or driver by force or threat of force — but this crime can be punished under the state's robbery statute. The difference between carjacking and other motor vehicle thefts is that during a carjacking the defendant uses violence or threats of violence to take the car from the owner. For example, a person who jumps into a person's car at a red light and forces the driver out of the car at gunpoint has committed carjacking. Carjacking is usually punished very severely.

JOYRIDING

A person commits the crime of joyriding, called unauthorized use of an automobile in Kentucky, by operating or using a vehicle without the permission of the car's owner or operator. (Ky. Rev. Stat. Ann. § 514.100.) The difference between joyriding and car theft is that in joyriding, the defendant does not intend to keep the vehicle. For example, a teenager who takes a school bus for a spin around town without permission of the bus driver or the school board, but then returns the bus to the school, has committed the crime of joyriding.

FAILING TO RETURN A RENTAL CAR

Some states specifically include failing to return a rental car in the definition of theft. Kentucky does not, but Kentucky's theft law is broad enough that it likely covers the failure to return a rental car. As soon as a person keeps a rental car after the expiration of the rental period and with the intent not to return it, the person has committed theft.

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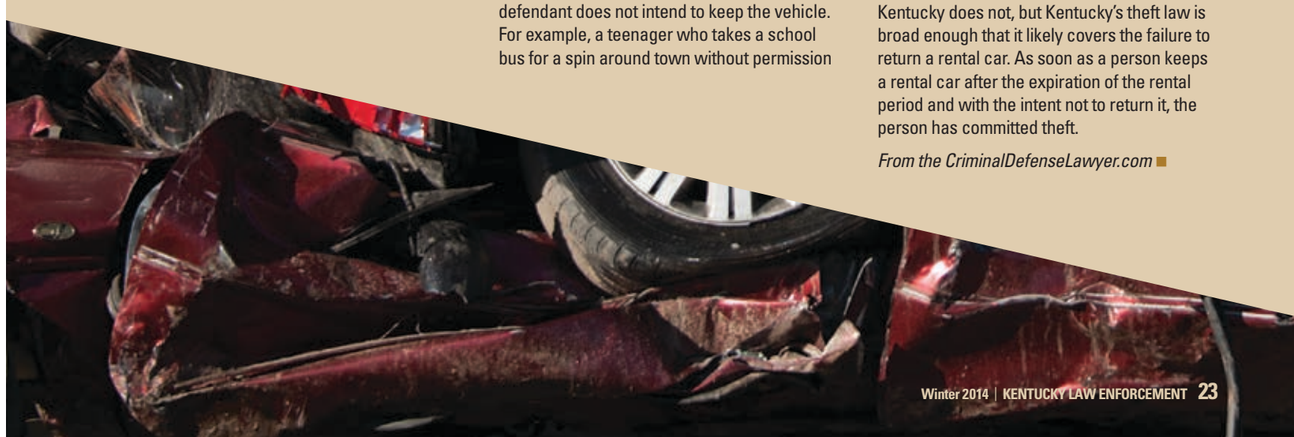

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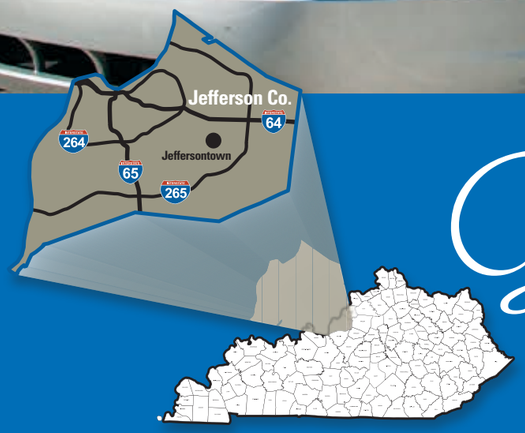


Great People, Great Service

Jeffersontown Police Department

ABBIE DARST | PROGRAM COORDINATOR

"Two tenets of good leadership are: Surround yourself with good people, and then let them do their jobs," according to Jeffersontown police Maj. Alex Payne. "We've got that licked here."

Throughout the seven years Chief Rick Sanders has served the Jeffersontown Police Department, he considers the agency's personnel its biggest strength. Sanders takes a lead role in the recruitment of the department's new and lateral hires, ensuring that only the very best officers serve the citizens of Jeffersontown.

"I'm very involved in our recruiting; I want to hire the best and I have," Sanders said. "I hear some people say, 'I was looking for a job and I knew you were hiring,' and I can't believe that because I knew since I was 8 years old what I wanted to be. Some are just looking for work, but I think this job is a calling — as corny as that may sound.

"First and foremost, I want professional officers," he continued. "I encourage them to be police and I want them to do it in a professional manner — and I back them 100 percent. I look for integrity, good moral background and character — those are really important to me. I really believe that police officers are the pillars of the community."

It was like coming home for Sanders when he took over as chief of J-Town, a small town tucked in the southeastern section of Jefferson County. Originally from the Pleasure Ridge Park neighborhood of Louisville, Sanders began his career with the Jefferson County Police Department in 1973. After a decade of serving in the uniform division, working homicide and robbery, flying helicopters and conducting narcotics investigations, Sanders followed his lifelong dream of being a federal agent. He spent 24 years working with the Drug Enforcement Agency in Louisville, Miami, Dallas, Indianapolis, Washington D.C. and Chicago.

"I really have a passion for what I do," Sanders said. "I'm unique in that I've been doing this for more than 40 years, and I still love coming to work; I still really enjoy it. It was nice to come back to a department I thought I could help.

"The fact that I've worked all over the world and in a number of offices all over the United States and dealt with lots of cultures and had to adapt, has helped me in policing," Sanders continued.

Sanders said he remembers and understands the strain policing brings to individuals and their families and he strives to lead his organization with the consideration and support his officers deserve.

"Part of your credibility comes from your team knowing that you know what their job entails and understand concerns from their point of view," Sanders said. "Having been in those shoes, those lessons remain a part of my professional repertoire." >>

JPD Officer Dwight Tyler talks to a Jeffersontown apartment manager. Checking in with local businesses and housing areas is one way Tyler works his beat.

◀ Officer Dwight Tyler prepares to secure a local movie theater immediately after receiving an alarm call.

◀ School Resource Officer Steve Mattingly talks with a high school senior. Mattingly serves Jeffersontown Police Department as a part-time officer in the high school. Chief Sanders said Mattingly is a tremendous source of information in investigations.

>> 'IT'S NOT MAYBERRY'

Serving a community of about 28,000 citizens, the Jeffersontown Police Department boasts 66 employees, including 52 sworn officers. Sanders encourages all his officers to engage in community-oriented policing — getting out of their cars and talking to businesses and community members as much as possible. The agency has a 12-officer bike unit which also patrols the streets all year long, especially during events such as the town's Gaslight Festival each fall.

"We don't have the Part One crime you see in Louisville," Sanders said. "We're very good about response times because we have great resources and great people. We don't have a lot of violence, but it's not Mayberry — there is plenty to do."

It didn't take Sanders long to discover just how much there was to do. In his first few months in Jeffersontown, he experienced an officer-involved shooting, a train derailment, a 12-hour hostage situation and a tornado.

"The beauty of J-town is that although we have significant issues," Sanders continued, "we're still small enough to talk to our community and be engaged."

JPD engages its community through its fulltime chaplain and crime prevention specialist, Tom Dillard, who meets with neighborhood block watch programs and home owners' associations, through its active bike patrol, involvement in local schools and its effective media relationships and social media strategies.

Sanders chose to effectively engage the schools in his jurisdiction, while also saving the department and the city considerable money, by using part-time officers as DARE and school resource officers.

"Not all cops can or want to do those jobs," Sanders said. "Our DARE officer and SRO are handpicked for the job and they are good with kids, good with people and good cops.

"Our SRO, because he's engaged with the kids at school, is a great piece of intelligence for us," Sanders added. "He's really proven to be a great asset to this department."

By using part-time officers for these positions, the department doesn't have to pull patrol officers off the street to manage issues in the school, and the city doesn't have to pour extra money into benefits and retirement for officers who only need to work four to five days a week, for nine months of the year.

"In today's times, we have to look for ways to save money and in these two cases, we've done so very effectively," Sanders said.

When Sanders joined JPD, he also adopted another way to make the best of the department's resources — asset forfeiture.

"Prior to [my arrival] they had not done a lot of asset forfeiture, but I'd rather use drug trafficking funds than city funds any day," Sanders said.

Jeffersontown has approximately $400,000 in its asset forfeiture account it can use to purchase equipment for the department.

READY TO RESPOND TO ANYTHING

More than engaging the community and looking out for its best interests fiscally, the Jeffersontown Police Department strives to protect its citizens in the most effective ways possible. To that end, Maj. Alex Payne, a former Kentucky State Police trooper and SWAT officer, developed the Special Operations Group.

The SOG is made up of 18 patrol officers, 12 active and six alternates, who have been trained in advanced tactical response. Each attended the Kentucky Tactical Officers' Association two-week SWAT school.

With his extensive background in SWAT training, Payne understood the importance of SWAT tactical skills in rapidly-evolving emergency situations.

"When I was a member of the state police Special Response Unit we trained and responded to the worst things that happened across the state," Payne said. "We were like the ax by the fire alarm that says, 'In case of emergency, break the glass.' We were called out in case of emergency.

"That's all fun and good if you have time to do that, but things have changed," Payne continued. "Things happen right now. I used to beat my head against a wall thinking how do you confront that. But it's really simple — why not have them out there already."

The SOG officers train twice a month to keep their tactical skills sharp, but because they are already on patrol each day, if an active shooter-type incident occured, these officers could be on scene, ready to go, within minutes. They carry their tactical gear in their vehicle trunks, always on hand, Payne said.

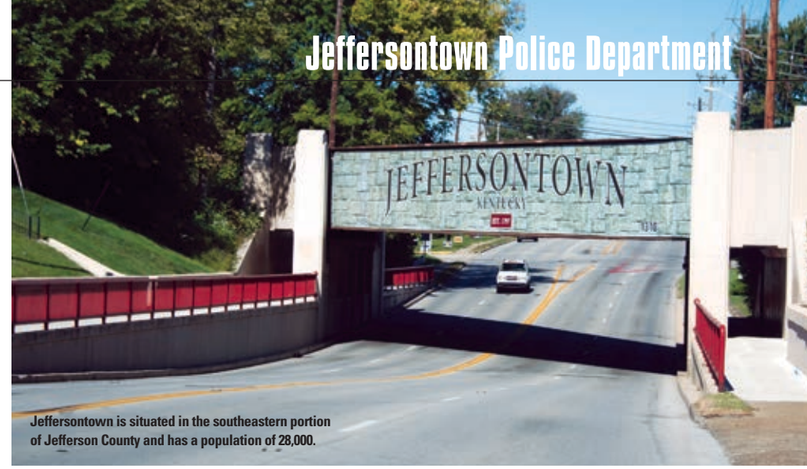
JPD hopes to eventually train all its patrol officers to be part of the SOG.

"No. 1, it will make them better police officers — more tactically sound and more confident in their equipment," Payne said of the training. "And then they'll be more than capable — when something pops up, you have that caliber of person responding.

"The same police officer that may be working your fender bender or answering a complaint about your mailbox being hit may be running point on a diamond formation in an active-shooter event somewhere — and he or she is very capable of doing one or the other," Payne added. "We have built some hybrids here."

Though Jeffersontown has not experienced an active shooter-type incident since the formation of the SOG, Sanders and Payne said that the training techniques and tactics are useful in a multitude of everyday situations, such as responding to burglar alarms at businesses or during police pursuits.

Jeffersontown Police Department



Jeffersontown is situated in the southeastern portion of Jefferson County and has a population of 28,000.

"We have people who know what they're doing and have the tactics to apply to that situation," Payne said. "That's the trickle down — they're more disciplined in pursuits and their ability to work together and not be individually reckless. There is more strength in teamwork. We have great individuals, but they will work very well together, and that's why we're blessed.

"That's all SWAT or SOG is — working together," Payne said. "A team is a team is a team."

CONFIDENCE ALLOWS FOR TRANSPARENCY

The discipline displayed by J-town officers also allows Chief Sanders to be confident in each of his officers in the face of rapidly unfolding events. In July, Jeffersontown officers were involved in their second recent long pursuit. In both of those instances, Sanders watched events unfold in real time, just like the rest of the community, from helicopter news footage.

"In today's media, everything is instantaneous because of social media," Sanders said. "You have to be prepared to respond to that. And the community demands transparency — we offer that. Oftentimes, police departments are reluctant to put the facts out there to help the community understand why we do what we do.

"We don't wake up thinking I'm going to shoot somebody, but it is part of our job. It's a dangerous job, but we give a lot of thought to it and do a lot training to prepare us for those scenarios," Sanders continued. "I think it's important to tell the community that. I think we should use the media to our advantage."

The department also uses its recently launched Facebook page to connect with its community and keep citizens in the loop on what's happening in their community.

▲ The Special Operations Group has 18 trained officers on hand, who work as patrol officers, but have been trained in SWAT. Because they carry their gear in the trunks of their vehicles, these officers can respond immediately when active-shooter incidents occur, or any other incident where SWAT team training can be useful.

"A department is more than the sum of its parts," Sanders said. "It takes a highly-qualified, well-trained and dedicated police department working in concert with involved citizens to create and maintain an environment where safety and security lead to a good quality of life within and for the community."

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LEGAL SHORTS

DOCJT LEGAL STAFF

NEW DUI CASE LAW

Establishing that a suspect who was under the influence was in control of the vehicle with intent to operate per KRS 189A.01 has been problematic for officers in motor vehicle DUI cases over the years. The suspect is not seen operating the vehicle, but is instead found under the influence, and often asleep, behind the wheel of a parked vehicle which is in a location where it could reasonably be parked. In the 1986 case of Wells v. Com., 709 S.W.2d 847 (Ky. App. 1986), the Kentucky Court of Appeals held that the element of intent to operate the vehicle while under the influence was not established. In that case, Wells was asleep behind the wheel, the key was in the ignition, the engine was running, the transmission was in neutral and the parking brake was set. The Court laid out four factors to determine whether a person was in physical control of the vehicle: (1) whether or not the person was asleep or awake, (2) whether or not the motor was running, (3) the location of the vehicle and all the circumstances on how it arrived there and (4) the intent of the person behind the wheel. The Court stated that the fact he was asleep was the most important fact, because since he was asleep he did not have the intent to operate the vehicle. Also in 1986, the Court of Appeals held in Harris v. Com., 709 S.W.2d 846 (Ky.App. 1986) that intent to operate was not established where Harris was found asleep at the wheel of his parked vehicle with the key in the ignition and in the on position but the engine was not running. In these cases, the Court held that intent had to be established by looking at all the circumstances. What was lacking was a factor that clearly shows the actor had the intent to operate his or her vehicle while under the influence.

In 2013, the Court of Appeals handed down its decision in the unreported case of Com. v. Ratliff, 2013 WL 4710330 (Ky.App. 2013). In this case, Ratliff was found asleep behind the wheel of his vehicle. It had only been there a relatively short time, it was parked across several parking spaces at a closed fast food restaurant, and Ratliff was wearing his seat belt. The lower courts had dismissed the charge based on the Wells factors. The Court acknowledged that it was difficult to discern the intent of a sleeping person, but said they "find it difficult to discern a reason for wearing a seat belt other than to guard against injury while operating a motor vehicle." (Emphasis original). It seems clear that the Court of Appeals thinks that a person found wearing his or her seat belt in these cases shows clear intent to operate the vehicle. The Court of Appeals reinstated the charges against Ratliff. As this case was not reported, it is not binding on local judges. However, it clearly shows the thinking of the Court, and officers should discuss this case with their county attorneys and proceed accordingly.

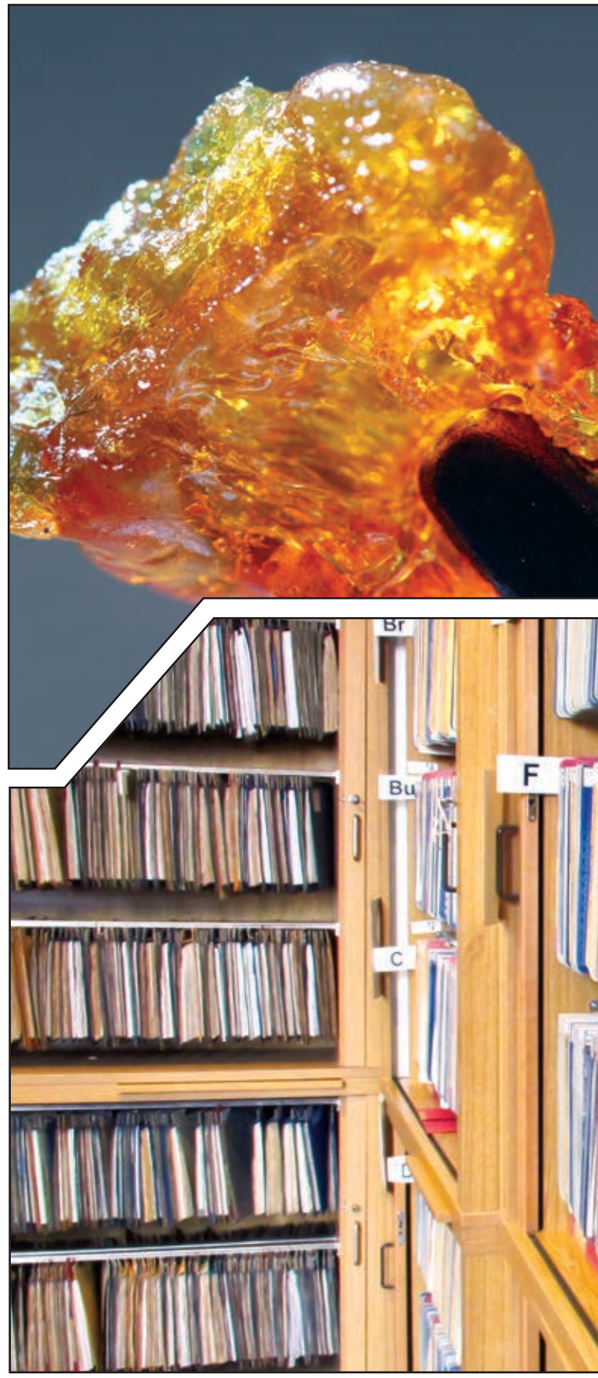
NEW DRUGS

With a plethora of new drugs being discovered in Kentucky, it is critical to verify what the substance is for charging purposes. Some new drugs, such as wax, honey oil and dab are concentrated and processed forms of marijuana, and the procedure to create it is very hazardous in itself. As such, depending upon the circumstance, wanton endangerment in the first degree (KRS 508.060), controlled substance endangerment to a child (KRS 218A.1441 - .1444) or even arson in the third degree (KRS 513.040) might be appropriate charges to consider as well. Some of these items also are ingested by using vaporizers, such as those used in electronic cigarettes. The synthetic drug, NBOME, which could actually consist of one of several related substances, is now covered by KRS 218A.050(5) as a Schedule I Controlled Substance as well, although confirmation as to its exact composition will depend upon lab results.

OPEN RECORDS

Several recent open records decisions have illustrated the need for law enforcement agencies to be aware of the Kentucky Open Records Act (KRS 61.870 - .884) and in particular, recent decisions that interpret these statutes. In City of Fort Thomas v. Cincinnati Enquirer, 406 S.W.3d 842 (Ky. 2013), the news media sought recordings made during a law enforcement investigation via the Open Records Act following the plea taken by a murder defendant. The agency denied them the records, which had already been provided, in a redacted form, to another news media outlet, citing the "law enforcement exception" in KRS 61.878(h). The city claimed that even though she had taken a guilty plea, the defendant still could appeal her conviction and as such, the case was not yet over. Upon an appeal, which reached to the Kentucky Supreme Court, it was agreed that the agency's reading of the exception did not reach the clearly expressed intent of the General Assembly in passing the Open Records Act. The Court noted that creating a "blanket exemption for police files regardless of their contents" was not what was expected and that it can only be invoked when there is a valid, articulable reason for doing so, when the content "poses a concrete risk of harm" to the case. It did not require a line-by-line justification, but did require that the agency identify the type of record and explain how the release of the record would cause harm. The agency cannot simply invoke the exemption because the material is held in an investigative file. In this case, the Court noted the agency had not yet gone through its voluminous files (some 30 boxes) and as such, had not even identified non-exempt material in its possession which could be released. The Court ruled that the city must produce some type of outline or index of responsive records, grouped into meaningful categories, and explain how the disclosure of those particular records "would harm a prospective enforcement action." At that point, if necessary, the records could be reviewed in private by either a trial court or the attorney general.

As a result of this ruling by Kentucky's highest court, law enforcement agencies should anticipate the need to be prepared to respond to Open Records requests, especially from the media, and provide detailed explanations for any documents that the agency feels it needs to hold back for investigative purposes.



linked together

Multiple Kentucky agencies unite to strengthen law enforcement's weakest link

ABBIE DARST | PROGRAM COORDINATOR

For an eternity, Kentucky law enforcement's weakest link has been jurisdictional boundaries.

In an effort to permanently fix that weak link, 26 law enforcement executives banded together to forge a new link, an inter-jurisdictional agreement that encourages criminal investigations across arbitrary boundaries.

"We are fighting mobile targets," said Justice and Public Safety Cabinet Secretary J. Michael Brown. "Bad guys do not at all recognize the little lines on a map we call borders. They have no jurisdictional sense whatsoever. [Our officers] need to be able to cross those jurisdictional lines whenever necessary and [they] can't always wait for all the right pieces to fall into place."

In September, Brown applauded the efforts of 26 central Kentucky chiefs and sheriffs for the creation of the Bluegrass and Central Kentucky Unified Police Protection System, or BACKUPPS. Based on KRS 65.240, BACKUPPS allows officers from participating agencies to share jurisdictions. The system virtually erases the imaginary lines between counties and cities across the commonwealth, in order for officers and investigators to effectively and efficiently fight the crime that weaves in and out of Kentucky communities every day.

"That law has been on the books a long time and hasn't been completely capitalized on," said Department of Criminal Justice Training Commissioner John W. Bizzack. "There have been some agreements, but nothing like a room full of police executives saying this is how it's going to be organized and improved. I congratulate them on that, and DOCJT stands ready to assist."

FROM THE BEGINNING

About four years ago, the Central Kentucky Chiefs and Sheriffs Association was formed to discuss regional issues and intelligence sharing.

"It was nice and we talked, but we didn't actually do anything — it was just another meeting," said Georgetown Police Chief Mike Bosse. "Eventually, it fizzled and died out."

At that time Bosse was with the Lexington Division of Police. Once he joined the Georgetown Police Department, Paris Police Chief Kevin Sutton approached him about restarting the association. But this time around Bosse and the other chiefs and sheriffs decided they wanted to positively impact their departments and communities — instead of just sitting in meetings, Bosse explained. When the conversation turned to the heroin epidemic plaguing their communities, the small group of approximately 10 agency heads began contemplating ways they could effectively work together to fight the problem.

"That sparked the idea of sharing jurisdictions," Bosse recalled. "We said, 'What if your [officers] could come into my jurisdiction and follow cases?' What if we said to the central Kentucky population that this group of officers was going to do something substantial and different?"

That's just what they did.

Bosse and the Georgetown Police Department took the helm of the initiative and began contacting other central Kentucky chiefs and sheriffs to explain the idea, setting up meetings to discuss logistics and parameters, and started forming an agreement all participating agencies could get behind. With the help of Andrew Hartly, former staff attorney for the Kentucky Department for Local Government and current city attorney for Georgetown, an agreement was drawn up and circulated to all area agencies, extending the invitation to join the initiative.

In a process that took nearly five months, the interested agencies met multiple times to solidify the agreement and put together standard operating procedures that every involved agency will be expected to follow.

"It's about reaching out," said Montgomery County Sheriff Fred Shortridge. "If you have a crime committed and it leads to someone [in another county] then we have an agreement that my detectives can go over there and work with their guys and not worry about liability because we have jurisdiction there. We can work together and that's what this is all about, reaching out to other agencies and using what they have in place, making us all more professional."

More than just coming together, Bosse hopes that this inter-jurisdictional initiative will elevate each involved agency to an even higher standard.

"I don't think we could have done this 20 to 30 years ago," he said. "You couldn't have >>

>> gotten [the agencies] at the table. But I've been impressed with the quality of people in the smaller agencies in central Kentucky. What we're doing here will make us better as a group. It's not too optimistic to say that coming together will lift us up."

"I've been in law enforcement since 1971 and I've never seen the law enforcement community come together and galvanize in anything that will benefit the law enforcement community or their respective communities, except forming the Peace Officer Professional Standards in 1996 and 1997," Bizzack said of the initiative. "The state police can't do it on their own; the sheriffs' offices can't do it on their own. These small municipal agencies need this type of assistance and agreement."

MAKING IT POSSIBLE

A major piece of the puzzle that makes a 26-agency, jurisdiction-sharing agreement possible is the standardization of training each officer in the commonwealth receives in basic training.

"Every law enforcement agency gets the first 18, soon to be 22, weeks of the same basic training," Bizzack emphasized. "Today 82 percent of the nearly 8,000 law enforcement officers in Kentucky have been trained under POPS standards. I think this is a perfect illustration of how uniformed and standardized training on the basics gives a great opportunity for this level of interagency cooperation."

Before POPS, many agencies had their own, individual methods of law enforcement.

"The concerns that we all know existed at one point in time aren't going to be a problem for us now," Bizzack said.

One of the few stipulations this agreement requires of its involved agencies is each participant must be a POPS-certified officer, Bosse explained. Sheriffs, however, are exempt from the certification requirement, by statute, and their current arrest powers in their jurisdiction would carry to the other jurisdictions.

"This is a tremendous validation of POPS and what POPS has done for this state," Secretary Brown said. "The training through DOCJT and the other three academies creates a situation where you can have confidence in officers from other jurisdictions.

"When we have a demonstration of this type of collaborative effort between our law enforcement offices rooted in the principles of POPS and the Kentucky Law Enforcement Foundation Program Fund, I get excited about it," Brown continued.

WHO HAS YOUR BACK?

In the beginning phases of the BACKUPPS initiative, liability concerns were

continued on page 37 >>

▲ Georgetown Police Chief Mike Bosse spearheaded the BACKUPPS initiative. With help from several chiefs and sheriffs in central Kentucky, as well as the Georgetown city attorney, Bosse and his staff collected, packaged and disseminated the necessary information to launch BACKUPPS.

PHOTO BY JIM ROBERTSON

KRS 65.240

65.240 Joint exercise of power by state agencies with other public agencies.

(1) Any power or powers, privileges or authority exercised or capable of exercise by a public agency of this state may be exercised and enjoyed jointly with any other public agency of this state, and jointly with any public agency of any other state or of the United States to the extent that the laws of the United States permit such joint exercise or enjoyment. Any agency of the state government when acting jointly with any public agency may exercise and enjoy all of the powers, privileges and authority conferred by KRS 65.210 to 65.300 upon a public agency.

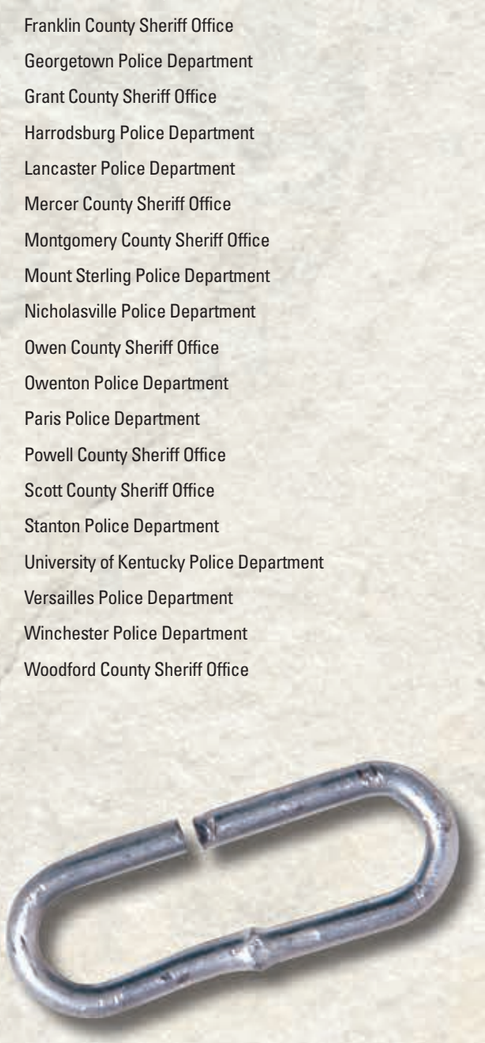
(2) Any two (2) or more public agencies may enter into agreements with one another for joint or cooperative action pursuant to the provisions of KRS 65.210 to 65.300. Appropriate action by ordinance, resolution or otherwise pursuant to law, of the governing bodies of the participating public agencies shall be necessary before any such agreement may enter into force.

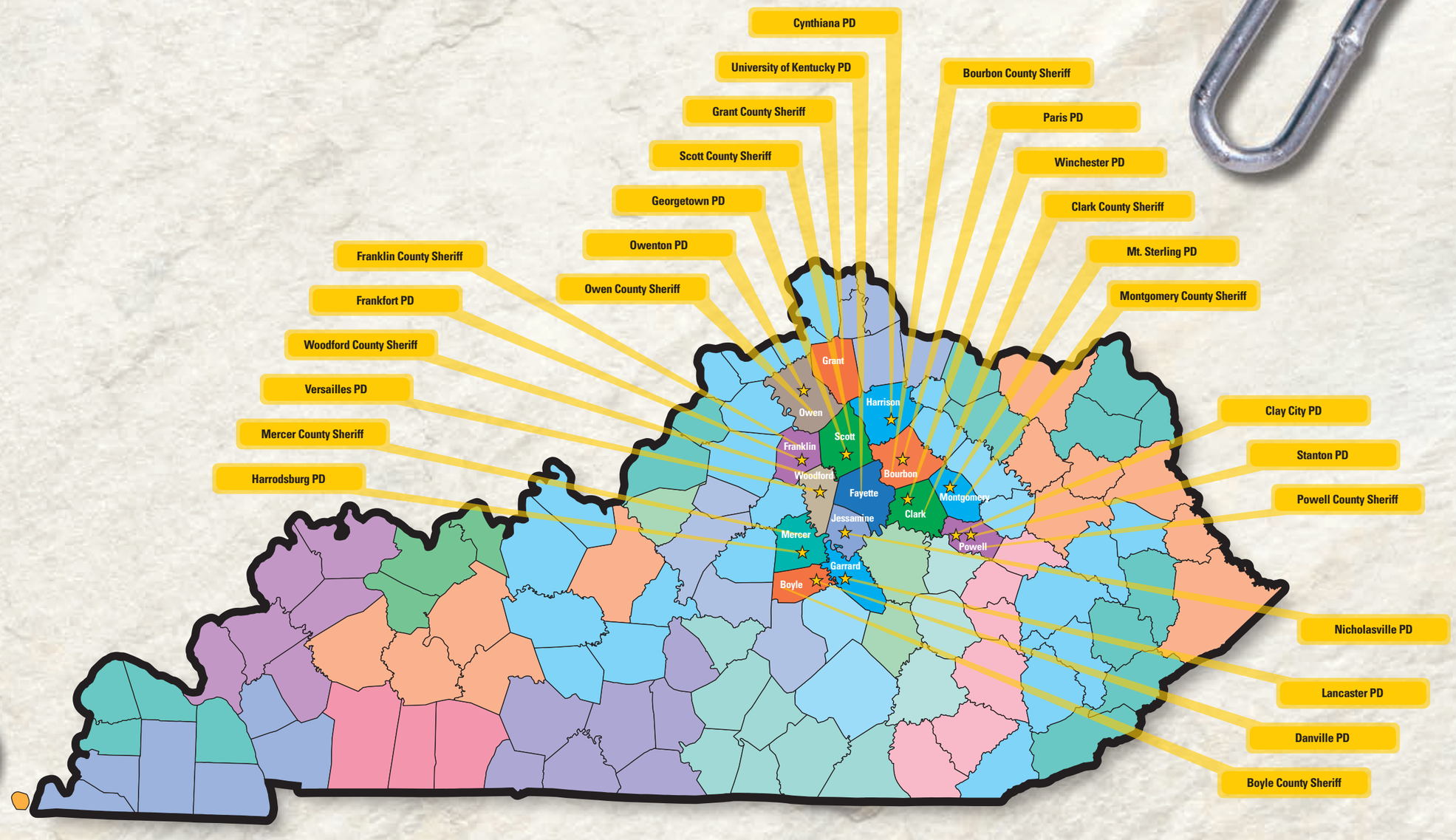
(3) A state-supported institution of higher education and one (1) or more county or independent public school districts may enter into agreements under KRS 65.210 to 65.300 for the purposes specified in KRS 65.230, notwithstanding any other provision of the statutes restricting, qualifying or limiting their authority to do so. ■

Bluegrass and Central Kentucky Unified Police Protection System (BACKUPPS)

Agencies that have passed the resolution and are named in the agreement:

- Bourbon County Sheriff Office
- Boyle County Sheriff Office
- Clark County Sheriff Office
- Clay City Police Department
- Cynthiana Police Department
- Danville Police Department
- Frankfort Police Department
- Franklin County Sheriff Office
- Georgetown Police Department
- Grant County Sheriff Office
- Harrodsburg Police Department
- Lancaster Police Department
- Mercer County Sheriff Office
- Montgomery County Sheriff Office
- Mount Sterling Police Department
- Nicholasville Police Department
- Owen County Sheriff Office
- Owenton Police Department
- Paris Police Department
- Powell County Sheriff Office
- Scott County Sheriff Office
- Stanton Police Department
- University of Kentucky Police Department
- Versailles Police Department
- Winchester Police Department
- Woodford County Sheriff Office





▲ Justice and Public Safety Cabinet Secretary J. Michael Brown addressed the group of chiefs, sheriffs and agency representatives from the 26 participating BACKUPPS agencies on Sept. 25. Brown lauded their efforts in putting a new spin on an old law to best serve Kentucky's citizens.

PHOTO BY JIM ROBERTSON

>> *continued from page 32*

paramount among agency executives, Bosse said.

"Liability was a big issue," he said. "With BACKUPPS, when an officer goes into another county, he will carry his indemnity with him. As long as he is doing his job, then he's covered."

For officers, the sense of security BACKUPPS offers when they are outside their jurisdiction is huge, Bosse said. He recalled a situation where a Georgetown officer was inside a Paris store and saw a security guard wrestling with a shoplifter. Quickly the shoplifting turned into robbery. The Georgetown officer witnessing the scene hesitated because he didn't know if he was covered out of jurisdiction. Finally, the officer acted as a citizen and wrote down the license plate number and reported it to the Paris police.

"I had never thought of it before that," Bosse said. "We expect them to do something, but we never tell them we have their back if they do. We want [officers] to feel comfortable taking action, and if we want them to do that, they deserve some sense of security that we have them.

"Even though they were trained at the same academy with the same hours, since it was not their jurisdiction, they had to act as citizens," Bosse continued. "Now there is such a sense of security knowing they can act on what they already are trained to do."

In the process of putting BACKUPPS together, Bosse contacted J.D. Chaney at the Kentucky League of Cities as well as members of the Kentucky Association of Counties. Both organizations were pleased with the idea, supported the initiative and said they would love to see it take effect in all parts of the state, Bosse said.

COLLABORATION AT ITS BEST

"There hardly is a single crime that stays local," Bosse said. "Theft, drugs — those are regional issues. My metal thieves don't stay in Scott County. They may steal in Scott County, but sell in another county. Drugs are the same way — they will sell it wherever someone will buy it."

> *We're broadening our investigations to better serve our citizens. If you're a victim, we will work hard to solve your crime. We have 26 agencies with different ideas that can come together, and someone will come up with something.*

Many area law enforcement executives agree.

"When you're running investigations, nearly all of them run out of your jurisdiction," Nicholasville Police Chief Barry Waldrop said. "Now you'll be sworn in adjacent places and jurisdictions and be able to operate."

"It's a no brainer," Danville Chief Tony Gray added. "Crime is not just isolated to your community — especially drugs. We had done some of these things without the formality before. It's great to get the formalities out of the way so we are ready when it happens again. Now we have a plan and know what to do, we just have to execute the plan."

Beyond drug and theft investigations, having a widespread jurisdiction can be helpful in cases of transporting mental health patients, Franklin County Sheriff Pat Melton added. Melton was part of the initial group who proposed the BACKUPPS initiative and has supported it along the way.

"Occasionally, when transporting 202As (mental health patients) they can get rowdy or out of hand," Melton said. "BACKUPPS is a great way to have coverage all the way to Eastern State Hospital. It reduces the liability on tax payers of Franklin County and other counties."

Moreover, BACKUPPS creates more security for citizens in the allied jurisdictions.

"It's for them; it's all about our citizens," Shortridge said. "We're broadening our investigations to better serve our citizens. If you're a victim, we will work hard to solve your crime. We have 26 agencies with different ideas that can come together, and someone will come up with something.

"This can only be a plus for law enforcement and our communities," he continued. "Instead of being stagnant and doing nothing, we are putting our heads together to do something about [all our issues.]"

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Get the word out!

Effectively using social media in Kentucky law enforcement.

KELLY FOREMAN | PROGRAM COORDINATOR

It is nearly impossible to ignore social media today. Whether you pick up a Coke at McDonald's or watch a news broadcast, you will be inundated with QR codes, hash tags and Facebook links.

For a law enforcement agency, abstaining from a social media presence in the current culture is becoming the equivalent of leaving your handcuffs at home. It's a tool that has become a critical part of the job.

"Whether they like it or not, agencies today really aren't in the position to put their heads in the sand and pretend it's a fad and going to go away," said Nancy Kolb, senior program manager for the International Association of Chiefs of Police Center for Social Media. "It is going to affect the work any law enforcement is doing. Certainly from the investigative side of things, officers are using it, people in communities are using it — it is not something that can be readily ignored."

Like any tool on your duty belt, social media is not something you can assume you know how to use. It takes training, forethought and consideration to understand its full potential and the risks involved. However, in an economic era of budget cuts and short-staffed departments, making social media a priority may seem unrealistic.

When you begin to think about social media as a branch of community policing, though, and understand the impact it can have on your agency's relationship with the public, investing time into using it appropriately may not be such a stretch.

HOW CAN SOCIAL MEDIA BENEFIT MY AGENCY?

Police One Associate Editor Loraine Burger contends there are four main areas in which having a social media presence can benefit an agency:

- Building a trustworthy relationship and a sense of community by engaging with each other
- Gaining control over the department's reputation with the community
- Providing a forum for people to ask questions and for you to share the answers and other tips
- Spreading knowledge quickly and with minimal effort that could protect your community, help catch suspects, find missing persons and more.

Notice a common theme? Community policing is a concept of which we all understand the benefits. So it should come as no surprise that with that in mind, some are calling social media the new community policing, according to Kolb.

"It really is community policing in modern times because you are meeting people in the communities where they are," she explained. "Frankly, a lot of us are spending time in online communities. It might be challenging in a community to have people attend a town hall meeting about a crime problem. But by putting that information out on social media and letting people respond to it in their time, you can have a really wonderful, engaging, two-way conversation about issues without someone having to be at a particular location at a particular time."

Franklin County Sheriff Pat Melton said his agency has invested a significant effort into social media for that very reason. His deputies, he said, continue to have a visible presence throughout the county daily, talking to citizens and performing their primary face-to-face duties as always. But given the proliferation of smart phones, he said social media has become an invaluable tool for the agency.

"There are more than 152 million users on Facebook," he said. "Twitter has more than 37 million users, Wordpress has 30 million, LinkedIn has 28 million, Pinterest has 27 million and Google Plus has more than 26 million. The mobile viewing public is 171.8 million, and that's the social networking audience you're targeting. Those are huge numbers and that's where it's at."

When he took office, Melton said he fielded continuing complaints from community members who had had enough with drugs and theft in Franklin County. Melton uses social media as a way to show citizens that his agency is "out fighting for this community."

"It's one thing to say we seized $10,000, four guns and got a bunch of pills off the street," he continued. "But when you can show a picture and say, 'Here's what we're talking about, this is what our deputies encountered,' you can't buy that kind of information sharing."

PHOTO BY JIM ROBERTSON

▲ Franklin County Sheriff Pat Melton talks about the numerous ways social media has benefitted his office. Melton and his chief deputy maintain the agency's popular Facebook page.

HOW DO I GET STARTED?

Once you've decided to engage in social media, knowing how to get started can be overwhelming. Before you can know where to start, though, you have to know what you want in the end, Kentucky State Police Commissioner Rodney Brewer said.

"What is it you want to achieve and where do you want to go with it?" he asked.

Do you want to share images and press releases from significant cases? Do you want to upload photos of your officers so the community can put a face with a name? Do you want to encourage community involvement? Make a list, review other agencies' social media platforms and decide the type of outreach that best suits your department.

"If you view it from what you hope to accomplish, you can make people better aware of the positive things you're doing and the challenges you're facing," Brewer said. "It also gives you a platform to discuss current issues. The better people are aware of what you're doing, the harder it is to hate and disagree."

Kolb agreed.

"In terms of establishing a presence, you really have to understand why it is you're interested in using social media and know how you intend to use it," she said. "What are your goals for using social media? That is going to dictate your next steps. Are you trying to solicit more tips from the public or are you trying to get out more crime prevention information? Those are two different things, and how you would approach them on social media and what platform you use will be different.

"Knowing your end goal can help you identify what platforms you want to use, what kind of content you will be sharing and what level of engagement your agency is comfortable with," Kolb continued.

Step two is perhaps the most important, said Sherry Bray, KSP media >>

> *In terms of establishing a presence, you really have to understand why it is you're interested in using social media and know how you intend to use it...*

>> coordinator. Make sure you get a policy in place before you start posting online.

"I know because we did it backwards," Bray said. "We did not have a policy in place when we started. In our minds, we assumed everybody who wears a grey or tan uniform would have the same mindset and would never post anything used in a different way than we intended. We found out really quick we needed a policy. This is our branding and our logo. Others were posting to their personal pages in uniform or the KSP polo shirt and it was not like the image we were trying to portray. We started with the IACP model policy and I always tell people, if you don't have something to start with, utilize that."

KSP's experience is very typical, Kolb said. Many times agencies jump into social media feet first and then have to back pedal. Too often agencies create Facebook pages or Twitter accounts because "every other department has one," or "the city manager says we are supposed to have one," she said. Creating an account blindly is dangerous because there are inherent risks involved when law enforcement engages in social media.

But pitfalls aside, failing to be organized and professional online presents an image to the public that your agency is disorganized and unprofessional. Knowing what is going to work for your department requires some thoughtful, strategic planning.

"Different agencies are going to use social media differently," Kolb said. "If the agency wants to use social media to get out traffic alerts, YouTube is probably not going to be an effective platform. Let's say you use Twitter instead. You're going to have a much different experience."

No matter what platforms you choose or how you decide to engage your community, KSP's Brewer stressed that while social media can be an effective tool, it should not supersede traditional community policing.

"We tell our troopers that there is nothing, nothing, nothing that will ever replace one-on-one human contact," he said. "This is a great supplement. It reaches people we would never be able to reach. But it will never replace that one-on-one encounter at a restaurant, at a fence line or on the side of the road. That is always going to be our strongest point."

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◀ Need a policy?
The International Association of Chiefs of Police has created a model policy for social media that can be found by scanning this QR code with your smart phone, tablet or visit http://www.iacpsocialmedia.org/Portals/1/documents/Social%20Media%20Policy.pdf

What is social media?

Social media is integrated, web-based technology that allows users to generate content, then share that content through various connections. Examples of social media include blogs, social networking sites, microblogging sites, photo- and video-sharing sites, wikis, mashups and virtual worlds. With millions of active users on hundreds of sites, social media has become the way people do business, engage with others and share and gather information. Social media is one of the many tools law enforcement can use to communicate with their community.

— From IACP CFSM

Franklin County Sheriff Pat Melton keeps the office's Facebook page up to date with the latest news and activity that affects the community.

PHOTO BY JIM ROBERTSON

LEADING IN LIKES: See which agencies nationally are getting the most attention on Facebook

Across the nation, law enforcement agencies use Facebook to get involved in their communities. Provided by the International Association of Chiefs of Police's Center for Social Media, the following are agencies — divided into size categories — that have the largest Facebook followings.

Three Kentucky agencies ranked among the top five in their divisions. Perform a quick search of these agency names to see what they're doing to garner so much community interaction.

Likes were current as of Oct., 2014.

Campus Law Enforcement Agencies
University of Texas at Austin Police Department (14,574)

State Law Enforcement Agencies
Massachusetts State Police (136,628)
The Kentucky State Police ranked number four with 95,650 likes.

Law Enforcement Agencies – 1 to 5 Sworn Officers
Kenyon, Minn., Police Department (19,687)
The Fulton County Sheriff's Office ranked number five with 2,324 likes.

Law Enforcement Agencies – 6 to 15 Sworn Officers
Brimfield, Ohio, Police Department (164,534)
The Franklin County Sheriff's Office ranked number two 7,707 likes.

Law Enforcement Agencies – 16 to 25 Sworn Officers
Walker, La., Police Department (11,583)

Law Enforcement Agencies – 26 to 49 Sworn Officers
Wayne County, Ohio, Sheriff's Office (27,268)

Law Enforcement Agencies – 50 to 99 Sworn Officers
Rosenberg, Texas, Police Department (70,138)

Law Enforcement Agencies – 100 to 249 Sworn Officers
Huntington Beach, Calif., Police Department (29,291)

Law Enforcement Agencies – 250 to 499 Sworn Officers
Stockton, Calif., Police Department (67,984)

Law Enforcement Agencies – 500 to 999 Sworn Officers
Polk County, Fla., Sheriff's Office (74,495)

Law Enforcement Agencies – 1,000+ Sworn Officers
New York City, N.Y., Police Department (287,751) ■

Are you ready?

KELLY FOREMAN | PROGRAM COORDINATOR

How one Kentucky agency built a top-ranking, worldwide social media platform

"This is the true story, and it's funny, because they kind of drug me into this social media world," said Kentucky State Police Commissioner Rodney Brewer. "[Public Affairs Office staff members] came in one day and said, 'We've got an idea, are you ready?' Because they know they kind of have to get me fixated.

"I said, 'I'm ready, go ahead.'

"They said, 'We want to start an agency Facebook account,'" Brewer recalled. "And they stepped back to watch my reaction. I said, 'OK, we'll do that. We're going to start slow and make it very conservative.' To be honest with you, I thought, 'We'll get 3,000 to 4,000 followers and it will die a quiet death.'"

Boy was he wrong. As of October, KSP held the record for the second largest Facebook following among state police agencies in the nation with just shy of 100,000 likes.

FOLLOW US ON FACEBOOK

"This was five to six years ago when we started, and not a lot of law enforcement agencies were doing it then," said Sherry Bray, KSP media coordinator — one of the brave souls who pitched the social media idea to Brewer. "I just couldn't believe it when each week we were picking up 1,000 fans at a time. We were really just putting press releases out, sharing current events, trooper island fundraisers — and people were commenting on it. I was just amazed at the response."

In the beginning, Bray said she began researching other law enforcement agencies that had successful Facebook pages — something she encourages any agency beginning a social media platform to do.

"You have to find people who have established pages and a good audience, reach out to them and see what they're doing," she said.

Dallas Police Department was one of those agencies, Bray said, that had a significant following that included several law enforcement agencies. They offered to extend a "shout out" to KSP on their page and other agencies followed suit to help KSP kick-start its fan base.

"Then we promoted it on everything," Bray continued. "We used the QR code on brochures so people could scan it and go directly to our page. Otherwise it was generally word of mouth sharing it."

As their Facebook page continued to gain momentum, Brewer said Bray and her cohorts approached him again.

▼ **The Kentucky State Police Twitter feed reaches more than 17,000 followers across the state. It is one of several platforms the agency uses to connect with citizens.**

"Feeling rather heady now, they looked at me and said, 'We've got another idea, you ready?'" Brewer said.

"I said, 'I'm with you.' And they said, 'commissioner's blog.' And they stepped back to watch my reaction," he continued.

Brewer, who is admittedly hands off when it comes to social media, jokingly asked the team to explain what a blog was before agreeing to the idea, under certain conditions.

"I said, 'OK, here's the deal. I write all my own stuff and I'm only going to be able to push out about one a month,'" Brewer explained. "They said, 'OK.' And [the blog] takes off.'"

Today the blog is rated one of the top 25 law enforcement blogs in the world, according to Criminal Justice Degree Schools.

"I'm not saying this to be humble, but when we first started the blog, I thought, 'Who wants to read what I write?' Brewer said. "I mean, really. But they do, and I think there's a tremendous amount of genuine public interest out there as to what we are doing."

Some of his entries are about things officers may take for granted, he said, but that are interesting to the tax paying public. For example, Brewer recently wrote about choosing Dodge Chargers for the agency and what goes into getting the vehicles ready and into the hands of a trooper.

Brewer's blog typically is a mix of practicality, leadership musings and "general Rodney Brewerisms," he said. The reach of the blog is something that still surprises him. On one particular entry, Brewer said his staff brought him statistical results following the post indicating it had more than 600 hits from readers in the first 30 minutes. Two were from Korea and a third from Germany.

"That's the bizarreness of the social media world," he said. "Who would have thought that would have been possible 20 or 30 years ago? I think the interest is out there."

FROM FACEBOOK TO SOCIAL MEDIA PLATFORM

"On the heels of all this momentum and success they come back and said, 'We've got an idea, are you with us?' Brewer said.

"I said, 'I'm with you," he continued. "They said, 'We want you to start tweeting.' I said, 'Get out of my office. Get. Out. Of my office.'

"So I kicked them out, but they were very serious about us beginning to have a Twitter account under the agency name," Brewer said. "It has been surprisingly helpful to us on a multitude of fronts."

In 2011 when NASCAR fans convened on the Kentucky Speedway, traffic was so ensnarled that attendees began tweeting about the "carmageddon." In 2012 KSP used Twitter to reach fans traveling to the race and traffic issues were drastically improved.

"Jimmie Johnson, one of the race car drivers, even retweeted one of our messages, which gave it a tremendous amount of credibility to the motoring public," Brewer said. "People are in the mindset that they pay attention to that. No one turns on the radio anymore to hear about traffic. They're watching tweets."

Twitter also has gotten information back to KSP faster than ever, Bray said. Sitting at a barbecue one day, Bray said she received a tweet indicating an officer had been involved in a car crash.

"A person who was at the scene tweeted it out before I ever heard about it from post," Bray said. "It had just happened. She tagged KSP saying, 'I just saw a trooper get hit on the side of the road.' There have now been several times when we have learned about incidents on social media before our processes actually went through the teletypes or post calling the chain of command."

As the social media trend continued to grow and become an integral part of public communication, KSP's media platform has followed closely behind. With Facebook and Twitter accounts going strong and the commissioner's blog keeping pace, the agency began looking at a way to show the public the softer side of troopers. They have found that niche in Instagram, Brewer said.

"It is photos of troopers reading to school kids," he said. "Some of our folks off duty helping folks in flood-ravaged areas, manning a food bank at Christmas time. All those things are good because I think we really want to see the human face of our agency, and I think Instagram fits that bill."

However, Brewer warned agencies should always be guarded in what they share and be cognizant of whether or not it meets the agency's mission. As an example, he shared an instance he and Bray discussed regarding a photo of him with a celebrity. Brewer sits on the board for Unbridled Eve, a non-profit that helps raise funds for Trooper Island.

"I was fortunate enough to get my photograph taken with Robin Meade, the CNN Morning Express national news anchor who is absolutely drop-dead gorgeous," Brewer said. "My videographer >>

>> who was there took the photo with his phone and sent it to Sherry [Bray]. I, of course, shared it with a couple million of my closest friends. But on Monday morning I came in and Sherry says, 'I saw the photo of you and Robin Meade, what do you think about putting it up on Instagram?' I said, 'Why would we do that?'

"She looked at me and said, 'Because it's cool.' I said, 'Let's don't confuse cool with what our mission and purpose is.' It's cool — especially if you crop me out, it's really cool. But all kidding aside, it's always a balancing act with social media. You have to decide if what you're posting is really helping further the agency's purpose and mission. I'm no social media expert, but I think the basis for our success has been that we have had very conservative guidelines on what we put out there and how it's structured."

"In the three years since its inception, KSP has published more than 30 video segments to its YouTube page — including one that reached more than 50,000 viewers nearly overnight."

REALIZING A VISION

Twenty years ago, Brewer said he had an idea based on his fascination with Kentucky Department of Fish and Wildlife Resource's television program, "Kentucky Afield." Nearly two decades ago, Brewer approached the Kentucky Educational Television network with a proposal to highlight the state's law enforcement agency and KET agreed it would be a hit, he said.

"That's where the brakes hit," Brewer said. "I said, 'OK, what do we do now?' They said, 'Well, we need to film a pilot, put it out there, rate it and see how people react to it.' So I said, 'What does it cost to film a pilot?' And they said about $30,000.

"I gulped hard," he continued. "I was a major at the time and I thought, 'I can see me selling this.' So I asked, on a larger front, if this thing were to go, what kind of budget would we have to earmark to push out a weekly show with summer off, kind of like Kentucky Afield was. Jenny Fox, who was the president at the time, said, 'You're probably looking at a million dollars a year.'

"I gulped hard, said, 'OK,' got me a nice manila folder, put all the materials in it, put it in my desk drawer and said, 'We'll deal with that later,'" Brewer said. "About 16 or 18 years later this thing called social media broke into the world, and a subsection of that was this amazing thing called YouTube. All of a sudden I realized we don't have to have a major network. We don't have to have a full-blown studio. We can push this out ourselves. And that's how KSPtv was born."

In the three years since its inception, KSP has published more than 30 video segments to its YouTube page — including one that reached more than 50,000 viewers nearly overnight. KSP is investigating the murder case of Bardstown Police Officer Jason Ellis. On the first anniversary of Ellis' death, KSP released a video reaching out to the public for answers that could lead to an arrest in the case.

"The video went viral," Bray said. "We went to the scene of the shooting and people just really identified with that and started sharing it. We reached out to different police agencies and said, 'Hey, we're going to be emailing you a link to this video, we would appreciate it if you would put it on your site.' And it just went crazy all across the country, people were reposting it. It was a really good example of how social media can hit such a big audience. I'm not at liberty to talk about the case, but I can say we were flooded with a lot of new phone calls and that type of thing."

"It just shows the power and viewership of YouTube and social media," Brewer added. "I got emails from classmates in England and Australia asking me questions about it. We haven't solved the crime yet — I'm confident we will. But I think it's just an amazing thing that 20 years ago we never would have thought about. And you never know who's going to see that who might know something, or know somebody who knows something that could lead to a true break in the case."

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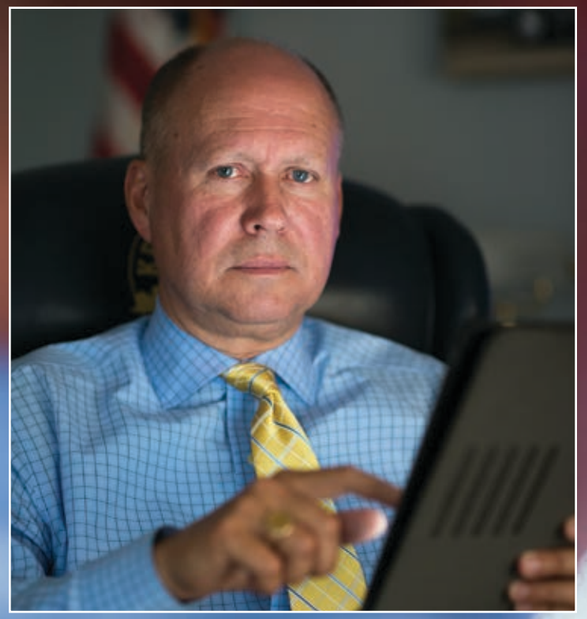

▲ **Kentucky State Police Commissioner Rodney Brewer has worked together with the agency's media coordinator, Sherry Bray, to create a social media network that is appropriate and useful for the agency.**

PHOTOS BY JIM ROBERTSON

Uh-oh:

THE PITFALLS AND DANGERS OF SOCIAL MEDIA IN LAW ENFORCEMENT

KELLY FOREMAN | PROGRAM COORDINATOR

Few things ring truer when it comes to social media and policing than the old adage that the road to hell is paved with good intentions. What may seem like a good idea can quickly spin out of control when it is submitted online to an audience of millions.

The New York Police Department found this out the hard way earlier this year with their #myNYPD campaign on Twitter. The campaign's creator hoped for photos shared with their online community of citizens hugging officers with smiling faces and promoting all the good the agency does in the Big Apple. Instead, what they got was an onslaught of messages vilifying the agency accompanied by photos claiming excessive force and brutality.

It could have happened to the Kentucky State Police, said Sherry Bray, KSP media coordinator.

"Our Instagram page is more community oriented with photos of troopers giving blood, reading to kindergarteners and running 5Ks for cancer research," Bray said. "It is a little more personal. We were thinking about doing some sort of Instagram contest to increase our following right about the time the whole NYPD thing happened. When that hit, we thought, wow. They totally thought they were going to do something that would be so community oriented — hugging an NYPD officer — and that turned on them so badly. I felt so sorry for them. We have to be so careful about what we do. We could have been right there with them."

This summer when a Ferguson, Mo. officer fatally shot a citizen, the local police agency followed its standard protocol for releasing information about the incident the next morning to media outlets. But by that time, some argue, the chief's comments were irrelevant. An uprising already had begun on Twitter and the official story of what actually took place was lost amidst an outcry of tweets claiming racism and excessive force.

"Social media really has changed the game for law enforcement," said Nancy Kolb, senior program manager for the International Association of Chiefs of Police Center for Social Media. "It has implications on everything they do. Certainly in an age where we have a 24-hour news cycle and instantaneous communication, it presents a real challenge for law enforcement in terms of trying to get their message out and being responsive and proactive with the public.

"In a lot of ways, information is no longer in the pervue of that particular agency," Kolb continued. "A lot of incorrect information goes out on social media and agencies have to combat that. Not only are they trying to do their job and investigate a situation, now they also have to respond to inquiries and rumors that aren't true. It certainly requires resources that deviate from solving crime."

When Bray conducts training with other police agencies regarding social media, she said the biggest concern administrators express is what to do when something derogatory is said about the agency online.

"I tell them, 'These people have been saying something bad about you for years, but it has been around the water cooler,'" Bray said.

▶ **NYPD launched a social media campaign using the hashtag #myNYPD. The goal was to share images like the one here of the good community relations the agency has with its city. The campaign didn't exactly turn out as planned.**

Following the release of New York Police Department's #myNYPD Twitter campaign, citizens with less-than-favorable opinions of the agency took to social media to share images with sarcastic comments accusing the agency of excessive force and more. The photos, taken out of context, cast a negative image on the agency. This is one of many ways engaging in social media can be harmful to law enforcement.

"Now it's in electronic format. It's out there and more people can hear it."

KSP has made it part of the agency's policy that if someone does post something negative about the agency on their social media platforms, they do not remove it, Bray said.

"Anybody can say what they want and we're going to leave it there as long as it is not derogatory about a specific individual and it isn't ridiculous," she said. "If we put something out there about a speed enforcement campaign, we sometimes get comments like, 'practice what you preach,' or 'speed traps are all about money.' We don't take those off. They have the right to say what they want about it.

"Nine out of 10 times, our followers respond to that and we never have to defend ourselves because they do it for us," Bray continued. "I joke that we have all these trooper mamas and when you mess with their babies or talk about the agency, they are the first to say, 'Hey, these men and women are working hard out there. You always have a few bad apples, but they are out there putting their lives on the line.' We rarely have to say anything, and we make a point not to defend ourselves unless something is said that is wrong about the law."

The key is knowing that negativity is possible — and in some cases — inevitable. Agencies must be pro-active and maintain two-way communication with the public, whether it's good or bad.

"You have to take the bitter with the sweet," said KSP Commissioner Rodney Brewer. "You'll have people on there who say, 'Those Dodge crusers are the coolest things I've ever seen in my life,' and the next tweet or comment is, 'Boy, that is the ugliest car I've ever seen.' Everybody has their own opinions, and sometimes it's healthy for people to be able to express that or vent that, depending on what it is. We try to stay pretty positive about it."

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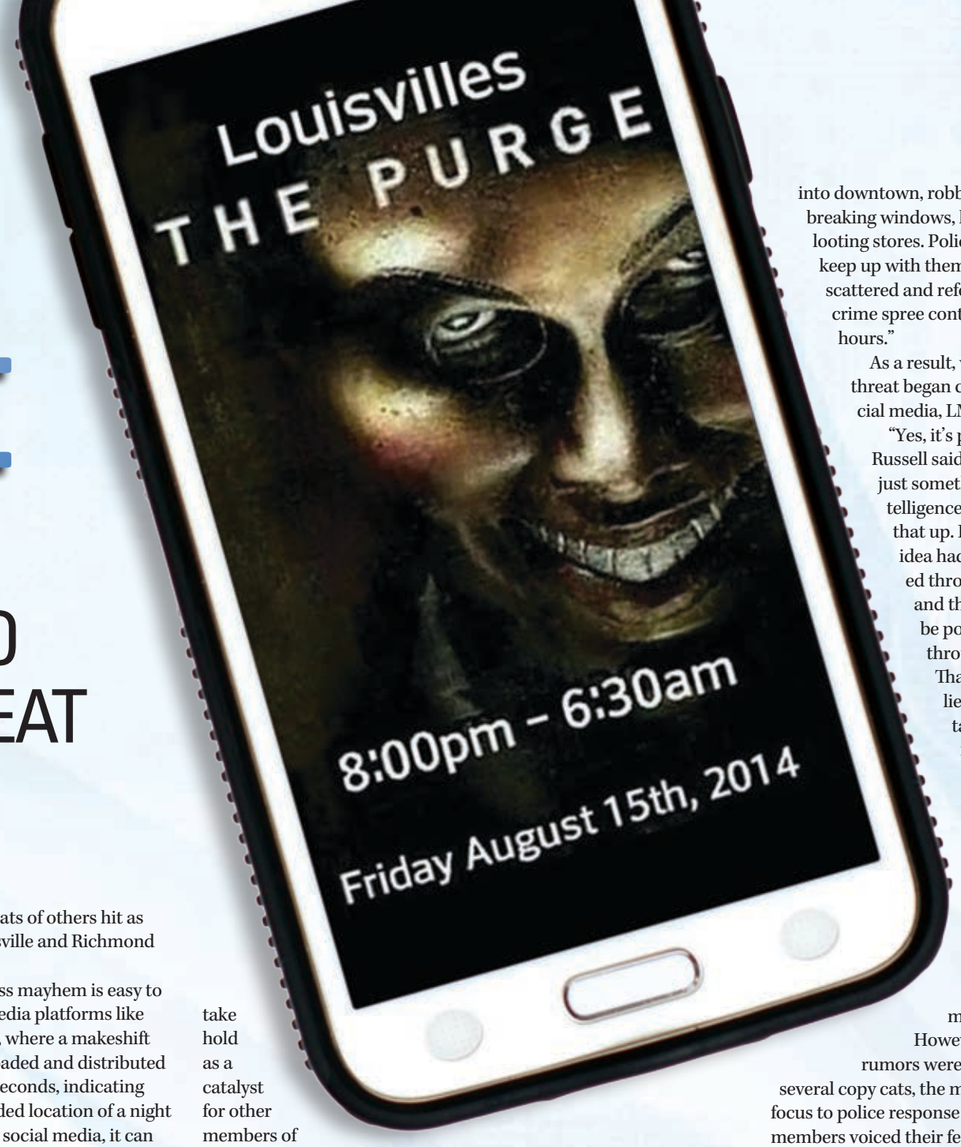
The Purge:

LOUISVILLE METRO POLICE RESPOND TO SOCIAL MEDIA THREAT

KELLY FOREMAN | PROGRAM COORDINATOR



When prisons are overcrowded and crime is out of control, a 2022-era American government fights misconduct by allowing people to take the law into their own hands. For 12 hours once a year, evil is unleashed as murderers, rapists, robbers and wrong-doers are free to commit any crime free of punishment — all in the name of creating better communities. There is no police response and hospitals do not take victims.

It's known as The Purge — and is the premise of a 2013 horror flick by the same name. The film's tagline is simply "Survive the night." The original movie was so popular that a spin off hit the big screen in summer 2014 under the title, "The Purge: Anarchy." An upcoming film to complete the trilogy was announced in October, and Universal Studios created a scare zone devoted to the film in its annual Halloween Horror Nights.

But more films and haunted houses were not the only thing that spun off the movie's horrific plotline. A series of undaunted violent attacks have shaken communities and threats of others hit as close to home as Louisville and Richmond this year.

The message of mass mayhem is easy to distribute on social-media platforms like Facebook and Twitter, where a makeshift movie poster was uploaded and distributed this summer in mere seconds, indicating Louisville as the intended location of a night of unrest. Once live on social media, it can be shared and spread across the world by anyone entertained by the notion of a night of misdeeds.

"It came to the attention of our Crime Information Center on a Sunday," said Louisville Metro Police Sgt. Phil Russell, commander of the agency's media and public relations unit. "Everybody knew that this was a play on the movie and that the likelihood of it being a legitimate threat was miniscule. However, on March 22 of this year, we had random violence that sprung up as a flash mob. Given the circumstances going on in Ferguson (Missouri) at the time, the whole country was on edge.

"We did not want to allow the idea that maybe had been created as a hoax to then take hold as a catalyst for other members of the community to say, 'Yeah, let's carry this out,'" Russell continued.

Call it a coincidence, but the March 22 flash mob Russell mentioned occurred the same day as the Purge begins in the film. (The violence culminates after a 3,2,1 countdown — March 21 = 3-21.) The rampage also began at 7 p.m., the same time it began in the Universal Pictures film.

An LMPD release about the incident said, "The violence on March 22 began at the Waterfront, where around 200 teens gathered. At 7 p.m., hordes of kids attacked two men on the Big Four Bridge without provocation. The pack broke into smaller groups, some 50 teens deep, and spread into downtown, robbing, beating, breaking windows, kicking cars and looting stores. Police scrambled to keep up with them, but the groups scattered and reformed, and the crime spree continued for several hours."

As a result, when the Purge threat began circulating on social media, LMPD took note.

"Yes, it's part of a movie," Russell said. "Yes, this is likely just something fake and intelligence seemed to back that up. But by then, the idea had already circulated through social media and those thought to be potential agitators through youth gangs. That's when we believed it was important to send the message that we were prepared."

Investigators identified the source of the poster as a teenager, located him and confirmed his intentions were nothing more than a prank.

However, Russell said, rumors were circulating about several copy cats, the media shifted its focus to police response and community members voiced their fear. When a local high school cancelled their football game in reaction to the threat, what started as a hoax became national news.

August 15 — the date of the supposed Purge — came and went without violence in Louisville that could be directly linked to the threat. While LMPD had officers on standby ready to respond to the call, Russell said a "major effort" was not necessarily devoted to the issue. The agency's Crime Information Center continued gathering intelligence through the night to monitor various social media sites in the event anything sprung to life.

"Social media certainly brought it to light in a much greater scale," Russell said. "Some members of the community wished we would have come out and said, 'You don't need to worry about this.' But that wouldn't have been wise. … It would have been easy for us to come out and say, 'Well, we found the one kid who put the poster together, all is well, you can go about your lives, he said he didn't mean it.'

> *We tried to find a balance between being as forthright as we could without creating a sense of panic or false fear. We also tried to send a message to would-be criminals that may take this threat as a catalyst to do something. That is always a difficult balance to strike when talking to the media.*

In hindsight, Russell said there are a few things he wishes could have been done differently, but noted it's always easy to "Monday morning quarterback." The agency received criticism from some that the threat was blown out of proportion by the media and that LMPD was culpable because it legitimized the threat.

"I think it's wise of police, in light of the incidents in Ferguson, to be truthful and honest with people as quickly as possible," Russel said. "We tried to find a balance between being as forthright as we could without creating a sense of panic or false fear. We also tried to send a message to would-be criminals that may take this threat as a catalyst to do something. That is always a difficult balance to strike when talking to the media. I wish there was a way we could have used social media on our own and posted something that maybe could have clarified our message better. That's an option.

"I think certainly that misinformation gets out there immediately," Russell continued, "and it is important for departments to be ready to respond and handle that as quickly as possible."

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◀ Need more help? Get it at the IACP Center for Social Media http://www.iacpsocialmedia.org/
The goal of the IACP Center for Social Media is to "build the capacity of law enforcement to use social media to prevent and solve crimes, strengthen police-community relations and enhance services. IACP's Center for Social Media serves as a clearinghouse of information and no-cost resources to help law enforcement personnel develop or enhance their agency's use of social media and integrate Web 2.0 tools into agency operations.

The initiative, launched October 2010, was created in partnership with the Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice.

There's an App for That:

FLORENCE POLICE RELEASES NEW APP TO COMMUNITY

KELLY FOREMAN | PROGRAM COORDINATOR

There are a variety of reasons cops are urged to use caution when participating personally in social media platforms such as Facebook. You never know what can be used against you later in court, what personal information can be found by a criminal with a vendetta or what seemingly-innocent social networking message can land you in hot water professionally.

For that reason, Florence Police Cpl. Ryan Thoman elected to forego a personal Facebook page and rid himself of the potential headaches. However, the Florence Police Department — in an effort to continually reach their citizenry online — maintains its own agency profile. So when during the course of an investigation, Thoman got a call in regard to a case the agency had posted to its page, he found himself in the dark.

"At that point I started thinking, 'What can we do to make sure everybody can get this information?'" Thoman said. "Not everybody has Facebook."

Soon thereafter Thoman pitched the idea of creating a departmental app — an agency-specific program that could be downloaded by citizens to their mobile devices, he said. When the idea was approved, he consulted with a media company to get the ball rolling.

"They said, 'Yeah, we can do a mobile app,'" Thoman said. "'It will cost about $20,000 and then you'll have to maintain it for about $200 each month.' When the chief heard that he about fell over; it was pretty expensive. Obviously that was discouraging, and I wasn't sure where to go from there."

Thoman didn't give up, though, and contacted another local media company that does some web design and advertising to see if they could advise him.

"They said, 'The days of paying $20,000 for someone to create an app for you are over,'" Thoman said. "'You can go to any app-making website on the Internet and make your own.' To somebody like me, that was kind of intimidating, I'm not tech savvy, I guess you'd say."

Thoman, an Apple iPhone user, said he began searching the mobile app store for other agencies that might have an app similar to what he envisioned for Florence. The first he found in Kentucky belonged to the Ashland Police Department.

PUSH NOTIFICATIONS

Ashland Police launched its app in 2012, and Chief Rob Ratliff said one of the most significant benefits is the ability to push out notifications to the public.

"Ours was developed in house, so we were able to tailor it to our specific needs — the info we wanted to push out and the different avenues we wanted people to give us input on," Ratliff said.

The app allows citizens to report criminal activity through tips and photos, link to news updated through the agency's other social media platforms and provides easy access to the department's contact information. There also are a variety of resources available to officers that cannot be accessed by the public, such as schedules and statutes — something Ratliff said has been a benefit in house as well.

"I think we were probably the first one in the state to have our own app," Ratliff said. "It's working great. Anytime we have something going on, whether it's a crash and we want people to avoid a certain area or even when we're doing exercises in the school, we are able to use push notifications to get that information out, so people don't get all bent out of shape when they see police cars and emergency vehicles at a school."

Florence's Thoman spoke with the Ashland officer who created the agency's app, and the information helped light a fire under the Florence project. In early 2014, Thoman teamed up with a new Florence Officer, Justin Reynolds, who had a technology background. Reynolds' expertise combined with Thoman's research and planning, and the project quickly moved from idea to an Apple-approved app.

"It has been a process for us," Thoman said. "We spent some time thinking about what people would want. "I think it's going to be a great way to disseminate information."

Some of the ways FPD plans to use the app include:

- Push notifications for real-time communication about major traffic congestion, critical missing persons and natural-disaster announcements
- Press releases
- Links to important websites, like the city page and Kentucky State Police sex offenders page
- Crash report information
- Silent witness tip submissions
- Forms for citizens to applaud officers
- Resources for officers

There will be no shortage of information available to the public. Florence Police Public Information Officer Capt. Tom Grau said before the app's launch if he wanted to distribute information, he sent press releases to the media, logged in to Facebook and created posts and then sent info out through the agency's Twitter feed. Now the app allows him to do all that in one shot.

"I think the biggest impact the app will have for us is getting information out there quicker," Grau said.

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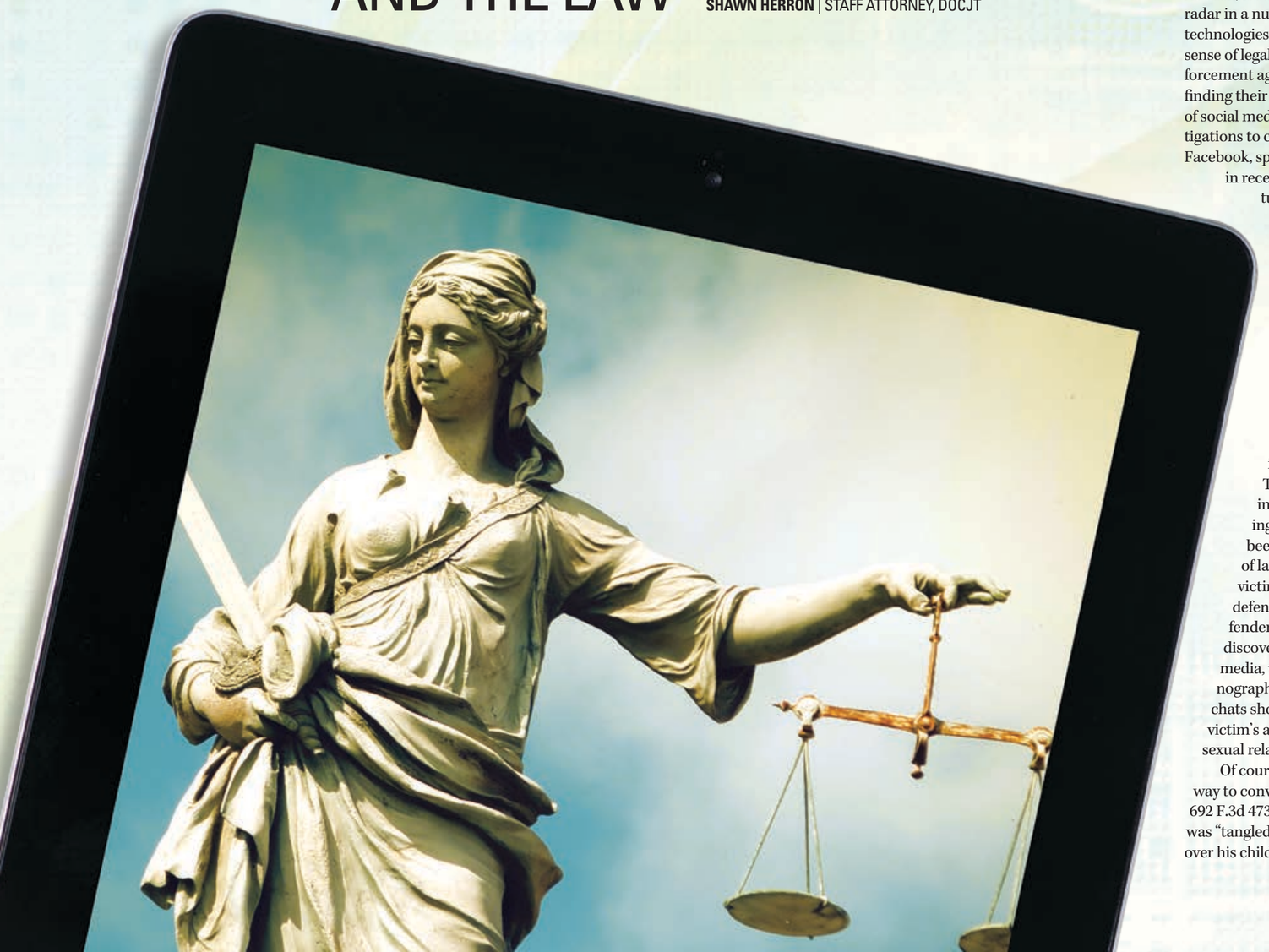
Balancing Act

MODERN SOCIAL MEDIA AND THE LAW

SHAWN HERRON | STAFF ATTORNEY, DOCJT



Social media is a broad term for a means of communication that dominates the news on a regular basis. Be it Facebook, Instagram, Twitter or any other method, everyone from children to the elderly are using it. As such, it comes on the law enforcement radar in a number of ways. Since these technologies are relatively new, in the sense of legal precedent, Kentucky law enforcement agencies and the courts are still finding their way in how to manage the use of social media in everything from investigations to child custody to employment. Facebook, specifically, has been mentioned in recent years in a number of Kentucky and Sixth Circuit Court of Appeals cases.

Social media has been used, in many cases, by child sex offenders to interact with their victims, who may live in other states. In U.S. v. Melchor, 515 Fed.Appx. 444 (6th Cir. 2014), the defendant made contact with his 12-year-old victim through an online game, and continued their interaction through Facebook. The contact became sexual in nature. When investigating the situation, which had been brought to the attention of law enforcement through the victim's mother, they learned the defendant was a registered sex offender. With a search warrant, they discovered a computer and storage media, which contained child pornography. The recovery of Facebook chats showed that he was aware of the victim's age, and he intended to have a sexual relationship with her.

Of course, social media is an easy way to convey threats. In U.S. v. Jeffries, 692 F.3d 473 (6th Cir. 2014), Jeffries, who was "tangled in a prolonged legal dispute" over his child, wrote a song that among other things, threatened to kill the judge if he failed to "do the right thing" in the case. (He also encouraged others in a similar situation to bomb judges' cars.) He recorded a video of himself performing the song and posted it on YouTube, as well as posting the link on Facebook and sharing it with 29 fellow Facebook users. He removed it 25 hours later but it was too late, a relative of his ex-wife had already shared it with the judge. He found himself under the scrutiny of law enforcement, which charged him with violation of a federal law — 18 USC §875(c) — which prohibits the transmission of "interstate or foreign commerce any communication containing any threat to … injure the person of another." To satisfy the elements of the statute, the threat must be objectively real and a reasonable person must perceive it as a true threat. Despite Jeffries' argument to the contrary, the Court agreed that his subjective specific intent was immaterial. Although context is important, it is the conveyance of a true threat, rather than, for example, a rhetorical one, that is the critical element of the offense. Further, his method of disseminating the video indicated that it was perceived to "reach the judge and influence his decision." The statute does not require that the intended target actually learn of the threat, and multiple individuals received the communication. (The case also indicates a minor concern about venue, but in this case, at least two of the directed recipients lived in the Eastern District of Tennessee, where the case was prosecuted.) In a similar case, Simmons v. Com., an unreported Kentucky case from 2013, a chat session from Facebook, printed out, was used as evidence in a child-sexual assault case. The detective had further communicated with Facebook regarding the retrieval of messages. Simmons argued that the messages (the copy printed out by the victim's father, and two obtained by search warrant from Facebook's corporate office) were not properly authenticated prior to admission. Under the Kentucky Rule of Evidence 901, the Court agreed they >>

> *Since these technologies are relatively new, in the sense of legal precedent, Kentucky law enforcement agencies and the courts are still finding their way in how to manage the use of social media in everything from investigations to child custody to employment.*

>> were properly authenticated by the detective's testimony, however.

Facebook shows up in unexpected places and ways in criminal investigations. In U.S. v. Slone, an unreported U.S. District Court case, Slone argued that an encounter with law enforcement at his home was unwarned and custodial, and hence that any statements he made during that time were inadmissible. The Court looked at a number of factors to determine whether the situation, which occurred at his home and in the presence of his wife, was custodial, and noted, among those factors, that Slone's wife was allowed to readily access Facebook to show officers photos of other individuals identified as possible suspects. In U.S. v. Kettles, 517 Fed.Appx. 513 (6th Cir. 2013) the subject posted a video that showed him throwing a large amount of currency onto the floor. He admitted in a chat with a friend, and later admitted into court that the money was fake. He ultimately was prosecuted for counterfeiting and the admission of the video, as well as the chat, were upheld in an appeal.

In several cases, progeny of Perry v. New Hampshire, 132 S.Ct. 716 (2012) the Court noted that witnesses may encounter photos of potential suspects by means out of the control of law enforcement, such as a mug shot posted to the news media or Facebook, and that issue might be used to challenge a subsequent identification. The courts have agreed, however, that "police cannot be expected to monitor all news stations, private conversations, Facebook posts, tweets, online discussions or other forms of communication to which a witness might be exposed." Carter v. Com., unreported Ky. case, 2013)

In domestic cases, social media postings regularly are used, and certainly some of those matters might be brought to the attention of law enforcement when they suggest inappropriate behaviors or neglect involving children. When such postings are either intentionally made public by the poster, or brought to the attention of a law enforcement agency by a private recipient of the information, they are certainly subject to being used as evidence.

In proactive law enforcement, agencies should be aware of upcoming activities that might present law enforcement challenges. A spontaneous group, perhaps a gathering originally intended to be peaceful, might quickly become a mob when social media, such as Facebook or Twitter, is used to disseminate it to a widespread audience. In an unusual case, a Facebook invitation to a fraternity event at Murray State University, became the center of a case in which an ejected partygoer claimed that the wording of the "evite" made the event open to the general public and subject to the provisions of the Kentucky Human Rights Act. (The partygoer alleged he was ejected because of race.) The Court, however, in viewing an image of the evite, disagreed, noting that the evite included several legally-limiting provisions for admission to the party. In the summer of 2014, a Louisville teenager started a rumor that a "purge" would occur — a rumor based upon a movie in which everyone in the nation is allowed, without any ramifications, during a designated time period, to commit any crime. Fortunately, nothing occurred, but the ensuing frenzy, as it was widely shared via social media, triggered concerns of flash mob violence and the cancellation of at least one high school event. Of course, it also made for additional expenditures as additional officers were assigned to work during the time frame, although the agency already was more heavily staffed than usual as this occurred over a weekend of the Kentucky State Fair.

Employment related case law relating to Facebook breaks out into three categories: discipline, wage and hour and disability. For example, an officer's use of Facebook in ways that reflect upon the agency might violate a policy against such use, although it can be problematic when other individuals take photos of an officer and "tag" them by name, as that would be outside the control of the officer. Many agencies prohibit officers from posting photos of themselves in uniform, or from indicating that they work for a police agency. As more agencies actually use Facebook, having a public agency page, it is necessary to have the ability to monitor the page, depending upon the need, on a clock-round basis, to post information, as well as the advisability, if the public is allowed to post or comment, of having a member of the agency monitor the site for inappropriate postings. Although not a law enforcement case, in Whitlock v. FSL Management, LLC, a 2012 federal District Court case from Kentucky, the Court had concerns with certain activities required of employees for which they were not compensated, including promoting the employer using social media, including Facebook. And, of course, photos and postings of employees who are engaged in activities not consistent with a claimed injury or disability are certainly sure to be used in subsequent actions questioning the validity of that claim. In Jaszczyszyn v. Advantage Health Physician Network, 504 Fed. Appx. 440 (6th Cir. 2012), the subject was on Federal Medical Leave Act when co-workers, who were "friends" on Facebook, saw posted photos of her drinking at a local festival. When challenged by her employer about her claim of complete incapacitation and what was shown by the photos, she offered little defense. Despite her argument that the employer was retaliating against her for taking FMLA in the first place, the Court agreed that the employer appeared to be handling her FMLA claim appropriately and until her medical condition was challenged, had intended to continue to honor her FMLA rights.

Facebook and similar social media sites, however, also can be used effectively in criminal investigations and other law enforcement activities. In missing person's cases, for example, it is an additional way, outside the conventional media, to share information concerning a missing subject or a specific crime, although care should be taken with respect to the information included in such postings. (It is also difficult to stop its dissemination, however, once the subject is located or the investigation is resolved.) In some cases, the most current photo of a missing subject will be found on a social media site, although assistance may be needed from family or friends to access the site. These postings may become an issue, however, when, as in Sluss v. Com., 381 S.W.3d 215 (Ky. 2012), potential jury members may have become aware of facts through social media. The case was very high profile in the community and was the subject of much discussion on Facebook and Topix, among other sites. Two of the jurors were identified as "friends" of the victim's mother. The Court acknowledged, however, that the victim's mother had nearly 2,000 friends and that "friendship" on Facebook does not necessarily suggest any true relationship. Further, the county in which the crime occurred had such as small population that it would be expected that most residents would have connections of varying degrees. The Court, noting the unsettled nature of the law in that area, however, remanded the case to the trial court for further proceedings to explore the degree to which the jurors' relationships might have influenced their actions in the case.

With the pervasive ability of people to be constantly connected to its various forms, social media is not going away. It's ability to become both a hindrance, and a help, in law enforcement investigations, must be appreciated, so that it can be used effectively. All law enforcement officers, even those who are not themselves social media users, must be aware of how social media use might affect their community.

Must-have Apps for Cops*

In an increasingly data-driven and technologically savvy law enforcement community, officers have to be able to adapt their practices. Today, that means embracing the mobile revolution and evolving to incorporate helpful technology into a day-to-day routine. These free (or cheap) apps are blazing ground and helping police officers and security personnel alike in revolutionizing public safety: all on the go.

US COP

+ $5.99

★★★★½

U.S. Cop is considered one of the most comprehensive law enforcement apps available today. The app boasts more than 1,200 detailed pages of information ranging from accident investigation formulas to relevant case law information and embedded law enforcement/legal RSS feeds. It also includes a wealth of training and video tutorials on topics like weapon detection, interview and interrogation tactics and drug recognition. Users even can snap a photo with a date/time stamp and GPS location for immediate evidence collection on the go. While the app boasts the highest price of this list, $5.99 for Android and iOS, the benefits quickly outweigh the cost once in the field.

RAIDS Online Mobile

+ FREE

Developed by former police officer and crime analyst Sean Bair and BAIR Analytics, this app allows users to search for crime that has occurred around them and displays a map including an icon for the crime. The icons are scrubbed to protect victim privacy and feature additional details. Users can add basic analytic layers, like a "density layer," to the data, creating a heat map of where crime "hot spots" are located. Anyone visiting the app or website can leave anonymous tips, as well as sign up for crime reports customizable by type.

For both law enforcement and the public, RAIDS provides a visual representation of crime in any area with data provided directly from the participating agencies Compatible with Android and iOS 6.0 or later.

MobilePatrol: Public Safety App

+ FREE

★★½☆☆

Developed by Appriss, Inc., MobilePatrol partners with law enforcement and public safety agencies and connects users to important news and other safety alerts. By setting up a Neighborhood via zip code, MobilePatrol forwards information from law enforcement agencies serving that zip code into user news feeds. The app allows 24/7 access to public records like jail bookings, most wanted lists, sex offenders and warrants. For law enforcement, the app serves as an additional news avenue to reach jurisdictions, as well as a source of crime tips and offender sightings which promotes community policing.

Epocrates

+ FREE

★★★★½

Epocrates has gained a considerable following in healthcare fields for the amount of useful information it makes available to professionals. For law enforcement, the app can help identify pills by imprint code and physical characteristics, as well as provide access to common drug prescription and safety information. Plus, it's free to download for Android and iOS.

Police Spanish Guide

+ FREE

This Android app allows officers to research, practice and comprehend common Spanish phrases to bridge a potential language barrier. By pressing the phrases, audio is generated, including questions in a yes/no answer to prevent confusion. Developed by Mavro Inc., translated phrase topics range from basic phrases to Miranda rights, booking, traffic violations and medical concerns. Officers can also practice later with a bookmark feature and flashcards.

Although the app is free to install, just $2.99 more removes the main banner ad and greatly improves navigation.

SmartTools Pro 13

+ $2.99

While free versions do exist with similar tool sets, the paid version is free of advertisements and seems to operate more smoothly. The app includes tools to measure dimensions, compasses and GPS, a sound level meter, flashlight, magnifier and unit converter. For law enforcement, this digital toolbox can assist in basic crime scene and crash analysis. This version available for Android.

MotionX GPS Drive

+ $.99

★★★★½

This iPhone and iPad app has received great reviews for its real-time traffic-based routing, lane assistance and social media integration. It includes multi-stop planning and displays road alerts for accidents, inclement weather and delays, all with voice guidance. Officers can quickly follow directions to the scene of an accident or other incident, then share their location with others or post the information to social media to inform the public, all in an easy-to-use interface.

** Reprinted from BairAnalytics.com*

AIT

ABBIE DARST |
PROGRAM COORDINATOR

Social Media and Internet Investigations

THE GOOD, THE BAD AND THE HELPFUL FOR LAW ENFORCEMENT AGENCIES

Social Media and Internet Investigations offers a comprehensive overview of social networking and criminal offenses associated with social media. The course examines undercover social networking, social media and reporting guidelines, mobile devices, child exploitation, identity theft and fraud.

The 40-hour course will be taught nine times in 2015, in Richmond, Bowling Green, northern Kentucky, Owensboro, Hopkinsville and Ashland.

Social media is everywhere. Hashtags, QR codes, tweets, statuses, pins, posts — it's enough to make your mind swirl. Whether you've jumped on the social media bandwagon or you've stood on the sidelines second guessing the pros and cons of jumping onboard, you cannot escape that the world has made social media an integral part of its everyday life — for better or for worse.

One thing is for sure, law enforcement cannot afford to ignore the changes to social engagement and information collection afforded by social media sites.

"We've seen the explosion of social media and how it can be used in a good way," said Eric Long, a Department of Criminal Justice Training instructor and creator of the new Social Media and Internet Investigations class. "[Officers] see it and can be intimidated by it and want to learn about it in a controlled environment, instead of in the field and getting burned by it."

In an effort to keep law enforcement officers and investigators on the forefront of the social media explosion, Long created a 40-hour class introducing officers to social media.

"Just like fingerprinting was once new and DNA was another advancement, this is an advancement in technology," Long said. "[Officers] can use it to catch criminals, and they can use it to forward their mission to the public."

The course starts off with a basic introduction to social media and mobile social media.

PHOTO BY JIM ROBERTSON

Long discusses the major social media sites including Facebook, MySpace, YouTube, Instagram and Twitter, as well as mobile apps such as SnapChat, Kick and MogoSpace.

"Then I'm open for questions on all [sites,]" Long said, "even if they aren't specifically covered in class."

The class quickly moves into a discussion of the many and varied ways social media can be and is being used by both criminals and law enforcement. With much of their time spent in the computer lab, participants set up social media accounts and actually search through these assorted sites, gaining a better understanding of how they can benefit law enforcement, as well as studying other agencies existing sites in action.

"They do more than just hear it from us," Long explained. "They put hands on the computer and have time in class to go through and see what they can find."

The class also focuses on combatting the criminal aspect of social media and how to work with these social media sites to obtain the information needed to make your case in an investigation. Long explains the law enforcement guides put out by most of these sites and how each has specific guidelines for how officers can obtain the information on a specific account or user profile.

"The [law enforcement guides] tell you exactly what to do to get what you want, how long it will take and what they don't keep," Long said about the guides. "If it is written there, that's how they do business. Some people operate on the assumption that they have more than they'll give, but that's on them, not you. You have to work with what you have."

The course also covers sex offenders, introducing officers to the National Center for Missing and Exploited Children. Long details the resources offered through NCMEC for Internet child exploitation cases. Internet child exploitation cases are near and dear to Long because he spent six years at the Richmond Police Department working those cases and other Internet investigations.

> *You won't change everybody, but there is potential for more people out there who will be able to do this better.*

"I worked child abuse, adult sexual assault and elder abuse — all of these cases were going back to social media somehow," Long said of his time in Richmond. "It's all about knowing what questions to ask."

Long brings his experience and expertise to the class, using his past cases as example scenarios. It is important that the cases are not impractical, but are realistic, he said.

"Some of the things I've seen, you can't make up. My mind doesn't work that way," Long said. "It really happened, and I worked it."

Long spent nearly a year and a half creating and refining the Social Media and Internet Investigations curriculum before students attended the first class in October. Just like with the other classes Long has taught in his time at DOCJT, he is excited about using his career experiences, knowledge and passion for investigation to influence law enforcement officers across the commonwealth.

"When I was doing these investigations, I was one man out there working I don't know how many cases a year and helping kids," Long said. "I left, and now there is someone else doing what I did — that one man is back. But here I reach a class of 20 officers who are out there doing these investigations. Then 20 more in the next class.

"You won't change everybody, but there is potential for more people out there who will be able to do this better," Long continued. "I'm not saying I know how to do it best, but if I can give them one point to get that one guy, and break him and bring him forward — and do it legally, ethically and morally correct — that's worth all the cases I could have ever worked."

In addition to Long's extensive experience and knowledge, class participants hear from DOCJT legal instructors about writing search warrants and preservation letters in social media and Internet investigations. Though officers learn to write search warrants in basic training, there are elements to these types of search warrants that can cause confusion and require different information, Long explained.

On the last day of class, students also hear from a guest speaker, a mother whose daughter's life was turned upside down by a relationship formed on a social media site. The older man who befriended her daughter presented himself as an upstanding member of society with the girl's best interest at heart. In reality, he was a sexual predator who pursued her daughter, stole her innocence and ability to trust and left her scarred for life, Long said.

"When you get into someone's computer, you just sit and think, 'How does the human mind go in that direction?'" Long said. "The lives they lead are two different people — you see one person, and then get on their computer and see someone completely different. They'll have three different social media accounts with different identities that all serve a different purpose."

Bringing officers into a controlled environment and introducing them to the truths, abilities and uses of social media is the foundation of the class, Long said. These cases can be difficult, take longer to work and officers can miss vital evidence if they don't know what they are looking for.

"You will never feel comfortable with this stuff when you walk out the door, but all I can do is train [officers] the best I can and hopefully they'll use good sound judgment from there," Long said.

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Hanging up your badge

Retiring officers must prepare for life beyond the rigors of law enforcement

KELLY FOREMAN | PROGRAM COORDINATOR
PHOTOS BY **JIM ROBERTSON**

Knowing there would be a pension waiting for you when you were ready to hang up your duty belt may have been a contributing factor in your choice to pursue a career in law enforcement. But once you put on the badge and got into the routine of shift work, domestics and paperwork, planning for the end may not be at the top of your priority list.

Unfortunately, though, if there is any career in which retirement planning is important, it's policing. Sure, everyone needs to be financially prepared for their elderly years. But in law enforcement, retirement may mean that you're 45, have young children at home and many years of life ahead of you.

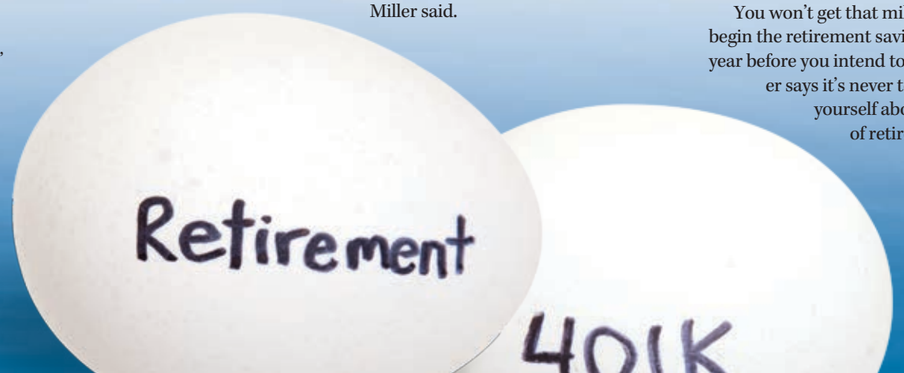
When you have spent more than 20 years on the hypervigilance roller coaster, ending the ride may not be as simple as you dream it will be at a rainy 3 a.m. traffic stop when you're 10 years in and life at Lake Cumberland sounds like paradise. You have to have a plan. And that plan needs to start now.

FINANCIAL PREPARATIONS

"Everyone should have a plan," said Shauna Miller, division director of member services for the Kentucky Retirement System. "They need to ask themselves what type of lifestyle they want to live when they retire. They need to consider not only their projected income from the Kentucky Retirement System [or whichever applicable retirement system they are under], but also from other sources."

If you're looking for a place to start, Miller recommends the pre-retirement education booklet *(see QR code and web address on next page)*. Officers in the KRS should be aware of what tier they fall under for benefits and insurance. There are currently three benefit tiers.

"Understanding your benefits is key to planning for the future," Miller said.



"Not only benefits provided by KRS, but also other sources that may be available such as deferred compensation."

Information specific to each benefit tier is available on the KRS website. There are a plethora of resources there to help answer questions and provide necessary information.

"Member self service is available, which allows members to produce individualized retirement benefit estimates," Miller said. "We offer the opportunity to register for Town Hall webinars, view previously recorded webinars, informational videos and up-to-date news regarding retirement in general. Like our Facebook page to receive weekly updates. Watch for on-line newsletters that are provided each quarter. Keep your email current with KRS so that we can send the newsletter to you. Members can contact our office directly and speak to a benefits counselor or schedule an appointment to speak to one in person. They also should watch our website for future events being held across the state."

Once you understand your benefits, you must begin to think about the life you want to lead post-retirement, whether or not you can rest in the comfort of your pension or if you need to secure other financial resources. Financial guru Dave Ramsey insists there are three phases of retirement planning. The first of these phases includes investing 15 percent of your income in a good growth stock mutual fund through tax-advantaged retirement plans such as a 401(k) or a Roth IRA.

"Your goal is to consistently invest for retirement as you focus on other financial obligations such as funding college for your kids and buying or paying off your home," Ramsey wrote in his article, "How to Create Your Retirement Plan." "A couple with the household median income of $50,000 could have $1.2 million for retirement after 25 years."

You won't get that million dollars if you begin the retirement savings process the year before you intend to retire. While Miller says it's never too late to educate yourself about the benefits of retirement, the earlier you start, the more time your investments have to grow.

> *Once you understand your benefits, you must begin to think about the life you want to lead post-retirement, whether or not you can rest in the comfort of your pension or if you need to secure other financial resources.*

In the second phase of Ramsey's plan, he encourages future retirees to dig into the details and envision what retirement will look like for them. Estimate the income your pension, investments and savings will bring.

"Using the example above, our couple's $1.2 million will remain invested and growing at the long-term historical average," Ramsey said. "Estimating inflation at 4 percent means they can plan to live on an 8 percent income, or $96,000 each year ($1.2 million x 8% = $96,000). This plan allows you to live off the growth of your savings rather than depleting it. With careful monitoring and some modest adjustments in years with low returns, you can be confident that your savings will last through your retirement."

Finally, Ramsey's third phase includes using your current monthly budget and comparing those expenses to your retirement savings projections. If you started early like the sample couple, could you live on $96,000 annually in retirement? If you didn't, can you live on your estimated income?

"Based on your forecasts you can answer several questions," Ramsey said. "Will you need (or want) to continue working? Will you sell your home? What will you do for fun? What about medical expenses and long-term care?"

Miller said one of the most commonly heard concerns at KRS is about insurance coverage for the officer and his or her family upon retirement. Details about health insurance are available on the KRS website as well.

"Additionally, there is information regarding the level of coverage based on the retirement tier they fall under and whether they are hazardous or non-hazardous." >>

▲ Scan this QR code with your smart phone or tablet to view the Kentucky Retirement System Pre-Retirement Education Booklet. You also can find the booklet by visiting https://kyret.ky.gov/Employee%20Pubs/PREP%20Revised%207-7-14.pdf

▲ The Kentucky Association of Counties provides this overview of the Kentucky Retirement Systems on its website. It is rich with details about the administration and benefits of the systems as well as funding and investments. Scan this QR code with your smart phone, tablet or visit http://www.kaco.org/media/13331/OVERVIEW%20OF%20KRS%20(final)PublicPensTF%20June2012.pdf

>> WHAT KIND OF RETIREE DO YOU WANT TO BE?

As Ramsey implied, there are many options you must consider for your future as a retiree. Your decision about whether or not to go back to work in another job may be a financial one, or it could be a desire to try a new adventure. PoliceOne Academy consultant and law enforcement retiree Betsy Branter Smith encourages officers to think past those first few weeks of sleeping in.

"If you've spent most of your adult life in a profession that requires passion, commitment and sense of mission that law enforcement does, there's a good chance that having nothing to fill your time will become tedious, boring or even depressing," Smith said.

Do you want to spend more time with your family? Return to policing in a new capacity or begin a new career path? Do you want to invest in your hobbies or travel the world? Make a list of all the things you want to do and decide what makes sense for you and your family. Just because you're at the end of your career doesn't mean you shouldn't continue to think long term into the future.

TAKE CARE OF YOURSELF

It's no secret that policing is a physically- and emotionally-demanding career. All those things your academy instructors told you about keeping fit and staying healthy weren't just to keep you safe on the job. If your plan for retirement doesn't include lengthy hospital stays or an early admittance to the old folks' home, you need to take care of your body.

"Keep your weight down," Smith says. "Obesity is unhealthy at any age, but as you age, the negative impact increases dramatically. Alcohol and tobacco — as all things — should be consumed only in moderation. Exercise regularly, but make sure the fitness program you're on isn't unnecessarily beating up your bones and joints."

Prepare yourself for the emotional turmoil of leaving the job. When officers commit themselves to policing, it is often the fulfillment of an internal mission to help others and keep the community safe. Occasionally when that mission ends, life after policing can seem without purpose, lonely and monotonous.

"Pay attention to your mental health as well as your physical well-being," Smith said. "It could be you have unresolved issues from a critical incident, you're having a hard time making the transition to retirement, you feel depression settling in or something else entirely. Don't suffer in silence — reach out for help."

An organization called Safe Call Now exists to help officers — current and retired — get the help they need confidentially.

"Law enforcement takes an emotional toll on members of our honorable profession," the Safe Call Now website states. "We are human beings who are put into some unthinkable situations performing a frustrating duty for a demanding public. The downside of our career brings out many emotional and mental health issues in our co-workers and peers. Many first responders face similar personal issues and problems as does the public we serve. Safe Call Now works collectively with a variety of unions, elected officials, public safety groups and various mental health and substance abuse professionals from around the nation."

> *If you have found yourself at the end of your career and aren't as prepared as you'd like to be, it's OK. There still are resources available to you. If you still have some time before you plan to retire, don't wait any longer to think about your future.*

If you have found yourself at the end of your career and aren't as prepared as you'd like to be, it's OK. There still are resources available to you. If you still have some time before you plan to retire, don't wait any longer to think about your future.

"Don't wait until the last minute," Miller said. "About a year prior to your anticipated retirement date, I recommend utilizing Member Self Service or scheduling an appointment with a benefits counselor to go over various dates for retirement to determine what is best for them. Everyone's situation is different. For example, some agencies participate in the standard sick leave program, alternate sick leave program or none at all. Whether or not sick leave is used toward your retirement could impact your benefit calculation."

Even the best laid plans have a tendency to go awry. The more prepared you are the better you can navigate those curvy roads. Smith, for example, said she thought she would work until mandatory retirement. But when her circumstances changed, so did her retirement plans.

While she said she has no regrets about her decision, she did say, "I wish I could go back and tell my 21-year-old rookie self, 'Hey kid, make sure you start planning for retirement.'"

Kelly Foreman can be reached at kelly.foreman@ky.gov or (859) 622-8552.

▲ You can plan your retirement and investments on your own. But if an investing advisor could help answer some of your questions, you can find one through financial guru Dave Ramsey's Endorsed Local Providers. Ramsey describes ELPs as experienced professionals with the heart of a teacher. To find one in your area, scan this QR code with your smart phone, tablet or visit https://www.daveramsey.com/elp/investing?ictid=elp_content

Don't suffer in silence: CRISIS HELP FOR THE PUBLIC SERVANT

EXCERP FROM SAFE CALL NOW

Retirement following a law enforcement career has been likened to death. The family you trusted with your life on the job is no longer yours — at least, not in the same way. The observations you've made daily for decades are built into your consciousness when you're out in your community, but you can no longer act when you sense something is amiss. When you no longer put on that uniform every day, you can lose your sense of identity.

Some people handle the transition to retirement better than others. But if you're not handling it well, there is help. And it's OK to ask for it.

The following is excerpted from the Safe Call Now website, an organization designed to confidentially help people just like you when you're the one who needs assistance. Even if you're not retired, the organization is an important resource for law enforcement.

Safe Call Now was established in April 2009 in the hope that no other officer, first responder or public safety employee should have to walk through a crisis alone. Sean Riley, Safe Call Now founder and executive director, threw away his 20-plus year career as a stellar police officer due to alcohol and drug addiction and was headed toward suicide to become another unknown statistic. Riley decided to do something about it. From his own experience, he knew law enforcement wanted to come forward to get help, but due to the stigma attached they would not. Admitting to a substance-abuse problem is perceived as a sign of weakness and results in career loss. Many officers have the perception that addiction is something you only encounter on the streets during a drug bust or an arrest; however, it has been estimated through multiple studies that abuse and addiction among law enforcement officers runs somewhere between 20 to 25 percent. This figure is twice the national average of the general population.

PHOTO BY JIM ROBERTSON

Family and relationship issues, marital discord or divorce, financial pressures, or recent loss of a loved one are some issues officers face on top of carrying out their policing duties. The down-side is that some of our brothers and sisters are suffering from depression, post- traumatic distress, addiction problems (alcohol, prescription drugs, food, gambling or compulsive spending etc.). We observe these weaknesses in our peers while they tend to isolate themselves and pass off to the world that everything is OK. The reality is they are dying inside emotionally and many of these folks don't know what to do. We are society's problem solvers but sometimes our pride and fear of others' opinions gets the best of us.

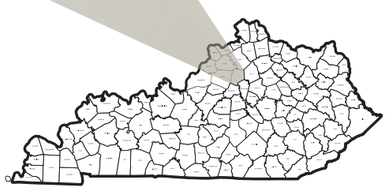
Safe Call Now provides public safety employees, all emergency services personnel and their family members nationwide with a simple and confidential way to ask for help. Staffed by officers, former law enforcement officers and public safety professionals, Safe Call Now is a safe place to turn to get help from individuals who understand the demands of a law enforcement career. These trained call-takers will provide assistance and referrals for any public safety personnel and their families who are experiencing an emotional crisis or just need someone to listen.

Legislation was passed in 2009 which maintains confidentiality for public safety professionals nationwide when they call Safe Call Now for help. Safe Call Now also is a registered 501(c)3 non-profit organization and is not funded at the state or federal levels."

▲ Learn more about Safe Call Now by scanning this QR code with your smart phone, tablet or visit www.safecallnow.org

From his own experience, he knew law enforcement wanted to come forward to get help, but due to the stigma attached they would not. Admitting to a substance-abuse problem is perceived as a sign of weakness and results in career loss. Many officers have the perception that addiction is something you only encounter on the streets during a drug bust or an arrest; however, it has been estimated through multiple studies that abuse and addiction among law enforcement officers runs somewhere between 20 to 25 percent. This figure is twice the national average of the general population.

PHOTO BY JIM ROBERTSON



Kentucky State Police Trooper

Cassandra Mullins

ABBIE DARST | PROGRAM COORDINATOR

> *I wasn't raised to shoot someone on their front porch — that's not the norm. I immediately felt the need to help this person.*

Drive, dedication and the desire to be the best are the mantra that surrounds Kentucky State Police Trooper Cassandra Mullins. At only 31, Mullins has experienced and accomplished more than many do in their career. An eastern-Kentucky native, Mullins was the first in her family to attend college. She graduated from Eastern Kentucky University and spent four years as a journalist for the Herald-Leader, where she fell in love with the idea of a policing career. After graduating from the KSP academy in 2009, she was assigned to the Pikeville Post and gained experience quickly. It was there Mullins was involved in a deadly-force encounter while responding to a crisis, where she saved the life of a hostage. In May, Mullins received the KSP Citation for Bravery for her actions during that call.

After leaving Pikeville, Mullins worked for the Electronic Crime Branch, before joining the KSP academy staff. In the midst of her busy career, Mullins also joined the Kentucky National Guard and completed Officer Candidate School in October.

I never set out to be a police officer. I grew up in eastern Kentucky, and there were no female police officers. My basketball coach in grade school was a trooper and I looked up to him. He was a hero in my life, but it never occurred to me that's what I wanted to be.

I love writing and telling people stories. In high school and college I wrote for the school newspaper. It was there I started seeing female police officers. I declared journalism as my major because I have a natural curiosity about everything.

The KSP Academy is one of the most difficult things I've ever done. There were times when I would drive to the exit and I would get sick — physically nauseous — taking that exit because there were so many emotions associated with the training building. Now I work in it.

I love casework; I love investigations and put a lot of time into solving cases. I wanted to be a detective. I hadn't set out to be so specific to cases only involving children. But the more I learned about internet crimes against children, the more I thought, 'What a way to really make a difference.'

I can't think of a more important case than one involving a child. I knew the work would be difficult, and it was. I went into a world that is crueler and darker than most people can imagine. So there were definitely rough, emotional days. But at the same time, it was so rewarding knowing I was making a difference. So with each arrest, I felt like I was taking a truly bad person off the street.

Working at the Electronic Crime Branch — there are things you can't erase from your mind once you see them. Sometimes you just have to get up and walk away. There were times I'd get up with tears running down my face and I had to go — just had to drive away.

It is funny how in deadly-force situations things slow down and you can hear and see things you normally wouldn't. His face changed and he dropped his shoulders and he reached his finger for the trigger. I thought, 'You're going to get shot.' In training they tell us if you get shot, don't lie down and die. It is ingrained in us to stay on our feet and keep moving.

I wasn't raised to shoot someone on their front porch — that's not the norm. I immediately felt the need to help this person. But I still knew he could be a threat. I yelled, 'State police put the gun down. The female said, 'He doesn't have the gun — it's down.' I picked up the radio and said I need EMS. He was making statements like, 'I'm dying,' and I said, 'You're going to be fine.' I lifted his shirt and saw that the bullet went in right below his heart. And then I thought, 'He's going to die.' We stopped the bleeding, EMS got there pretty quickly and he survived. We also got the female hostage the help she needed.

I'm at the training academy now and those experiences help me. They give me insight to pass along, when teaching cadets. I moved without thinking; I did what I was trained to do. That's good because you mess up when you start thinking about things. I survived by the grace of God and the training I got at the KSP academy.

I would say that the most important person in my life was my mother. She was a housewife. She didn't work outside the home, but she put everything she had into me and my sister.

She is where I got my drive, my dedication and my sense of commitment because she wanted me to be the best me I could be. That stuck with me. She really showed me the importance of selfless service.

I learned a lot from her about the little things — you work for other people, and that's where true happiness is, in trying to make the world a better place. Even though she wasn't a police officer, she was courageous and she was all the things I would hope to be some day.

We are less than 20 females in the agency right now. When I put on this uniform as a female, I know there are other females watching me. I hope to inspire younger females to join KSP. I know, too, that if one female does something stupid and ends up in the media or suspended — it makes all of us look bad because there are so few of us. That's always on my mind.

The state police is different from everyone else — some say in a positive way and some in a negative way. It's a different world. But the reason it's that way is because when cadets leave here, in many cases, they will work two to three counties by themselves. When something goes wrong, they have to take care of it. In cities, the training centers around surviving the fight and holding on until a fleet of people are around you. For us, there's no surviving it for a fleet of people to come. It can take 30 to 40 minutes depending on where you are. The people that leave our academy must have the confidence that no matter what comes their way, they can take care of it alone. And that's a different mindset. I think sometimes that can come across as cockiness because we want them to be confident. We want them to be the best, we tell them they're the best and train them to be the best because they have to be — they have to be.

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 622-6453.

> "They serve our community with dignity and respect. They have served our community in times of sorrow. They have celebrated with our community in times of triumph, and in times of darkness and uncertainty they have led."

Sheriff Kathy Witt

Fayette County Sheriff

Sheriff Kathy H. Witt has devoted 31 years to the Lexington criminal justice community. Elected as Lexington's first female sheriff in 1998, Sheriff Witt currently serves as the only female sheriff in the commonwealth. She has devoted a tremendous amount of time and energy into the areas of domestic violence and sex offender compliance and has served on the Governor's Council on Domestic Violence. In March 2014, Witt was invited to the White House for a meeting chaired by Attorney General Eric Holder to discuss ways to prevent sexual assault on college campuses.

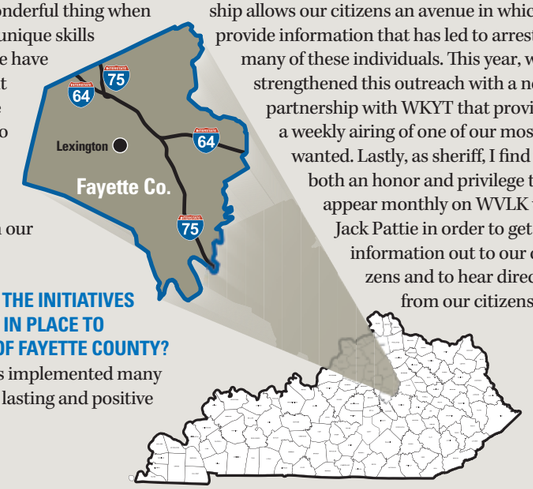
Witt is married to Elmer, a retired fire major with the Lexington Division of Fire and Emergency Services. They have two children, Morgan (Andrew) who is a University of Kentucky alumni and Lucas who is currently a senior at the University of Kentucky. The Witt's are proud grandparents of their 8-month-old granddaughter and are active members of Southland Christian Church.

TELL US ABOUT YOUR TEAM AND THEIR COMMITMENT TO SERVICE?

I am honored to serve alongside the team at the Fayette County Sheriff's Office, which is comprised of 90 men and women who truly are committed to service. Many of these dedicated law enforcement professionals are life-long Lexingtonians and have chosen to raise their families here and call Lexington home. They truly care about every neighborhood and every citizen in our community. They understand the diverse needs of Lexington and understand the role of the sheriff's office in a merged form of government. All are highly educated, trained and dedicated in their field. Together they speak fluent English, Spanish, Bengali, Hindi, and American Sign Language. Most of all our team is humble. They serve our community with dignity and respect. They have served our community in times of sorrow. They have celebrated with our community in times of triumph, and in times of darkness and uncertainty they have led. Community service is the very core of who we are as individuals and collectively what we do on a daily basis that makes a positive difference in the lives of others. The mosaic of who they are as law enforcement professionals total more than 705 years of service to our community and to Kentucky.

WHAT ARE YOUR SURVIVAL SKILLS AS SHERIFF OF FAYETTE COUNTY?

I always have been a grateful recipient of the training that I have received and continue to receive from the Department of Criminal Justice Training. Whether it was successfully completing the Basic Breath Test Operator course or becoming a certified DOCJT Instructor to the Police Executive Command Course, I have always found the materials and the instructors to be relevant and well versed in the subject matter. However, without hesitation, I would say my most important survival skill is my relationship and faith in my Lord and savior. He is first and foremost in my life and by putting him first each and every day I feel better prepared to handle any issue that occurs throughout the day. I am confident that we are created for a purpose and it is a wonderful thing when we understand what unique skills and characteristics we have been given and we put those into play. I have seen this play out in so many lives and in my own life by putting my passion for serving others into play in our community.



WHAT ARE SOME OF THE INITIATIVES THAT YOU HAVE PUT IN PLACE TO HELP THE CITIZENS OF FAYETTE COUNTY?

The sheriff's office has implemented many programs that have a lasting and positive impact on our citizens. We have a dedicated Victim Services Division as well as Amanda's Center that offers a safe place for victims of domestic violence to petition the court for emergency protection and to connect victims with the wide array of services offered by this office and our partner agencies. In addition to the enforcement of the protection order, this office provides escorts for victims to and from court, safety planning in their homes and/or workplace and other services that help victims restore their lives. The sheriff's office also has a Sex Offender Compliance Unit that monitors the residency compliance of more than 300 convicted sex offenders who reside in Fayette County. Since its implementation in 1998, this unit has experienced a 98 percent conviction rate against offenders who fail to comply.

WHAT IS THE SHERIFF'S OFFICE'S RELATIONSHIP WITH THE MEDIA?

The sheriff's office has always recognized that one of our strongest partners in reaching our community is our media contacts. We have a strong relationship with the media outlets serving the Lexington-Fayette County area. Three years ago, we welcomed an even stronger partnership with the Lexington-Herald Leader and Kentucky.com. Each week our office selects 15 people with outstanding warrants to post on Kentucky.com. This partnership allows our citizens an avenue in which to provide information that has led to arrests of many of these individuals. This year, we strengthened this outreach with a new partnership with WKYT that provides a weekly airing of one of our most wanted. Lastly, as sheriff, I find it both an honor and privilege to appear monthly on WVLK with Jack Pattie in order to get information out to our citizens and to hear directly from our citizens.

■ Kentucky State Police blocked the north bound lanes of I-75 following a chemical spill on October 21 in Madison County. Traffic was re-routed onto Highway 421 after ferric chloride leaked from a tanker truck. I-75 was closed in both directions for several hours.

PHOTO BY JIM ROBERTSON

Book Review

Tom Atkin | General Studies Training Instructor, DOCJT

Mantracking

The Ultimate Guide to Tracking Man or Beast

The book "Mantracking: The Ultimate Guide to Tracking Man or Beast" is a good introduction to mantracking for someone interested in the art and a good resource for those with experience.

Many believe that mantracking is either an unnecessary skill or one that can only be learned from indigenous peoples in wilderness settings. However, it is a skill nearly everyone has used at some point in time. The underlying foundation of mantracking is that a person entering, leaving or passing through an area will leave indicators of those actions. The ability to locate and interpret those indicators can be a significant aid to law enforcement officers in a variety of situations.

Mantracking should not be viewed as a mystical art, but rather a combination of the powers of observation and scientific knowledge. There is a tendency to disparage training that costs nothing or is not conducted by some highly acclaimed trainer. However, even though there are benefits to training conducted under expert instructors, considerable skill in mantracking can be acquired through self-teaching. The key to success in self-teaching is to find a credible, useful guide. "Mantracking: The Ultimate Guide to Tracking Man or Beast" "coauthored by Terry Grant and Nadine Robinson, is one of the more recent additions to this subject. (Grant may be recognized as the star mantracker on the six-season TV series entitled, "Mantracker," during which he and a local guide would attempt to locate and apprehend a pair of evaders in a wilderness setting.)

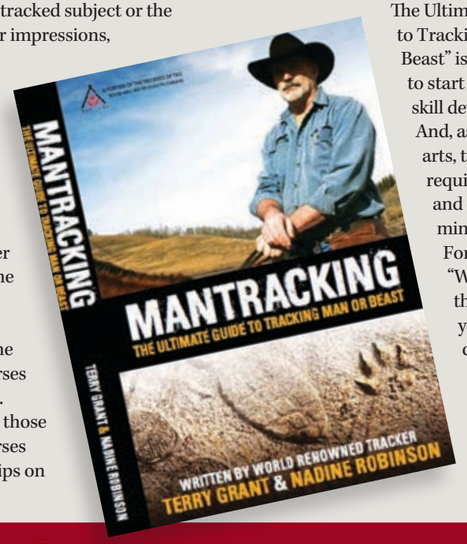
The authors provide fundamental information and describe methodology to self-teach. The main principle of mantracking is, unless a person literally flies through a given area (and maybe even then), there will be some physical (forensic) evidence of passage. Trackers identify and interpret that evidence. Law enforcement officers may have an advantage because they already are taught to do this.

The ability to track can be applied to law enforcement operations in many ways. The obvious choice is attempting to locate a lost person or fleeing fugitive. Other possibilities include locating evidence or fruits of a crime, avoiding booby traps or other dangers, and even avoiding leaving signs of their own passage when conducting covert surveillance. The book offers a basic overview of search and rescue operations, locating evaders, evading detection, tracking (or avoiding) animals and identifying related signs. This includes interpreting the physical condition of the tracked subject or the meaning of other impressions, such as walking sticks or rifle butts. Photographs converted to black and white provide the contrast needed so that the reader can clearly see the relevant points.

The book spends some time on the use of horses for mantracking. Equestrians and those interested in horses will appreciate tips on how mounted search and understanding horse behavior can enhance the speed and efficiency of mantracking. The book also offers a touch of cowboy lore and philosophies that extend to other aspects of law enforcement operations.

The book adheres to its claims that information is there for different levels of ability. Persons new to tracking will find a solid platform to begin and those with some experience will also find information to expand their skills. And each re-reading reveals new points and divulges added importance of facts in new context.

There are many outstanding books written on the subject of mantracking for those who are interested. Topics include practical self-teaching methodology, search and rescue operations, tactical operations and even life philosophies. Still, advanced applications (search and rescue or tactical operations) are predicated on skilled individuals. "Mantracking: The Ultimate Guide to Tracking Man or Beast" is a good place to start for individual skill development. And, as with other arts, true skill requires practice and a positive mindset. As Henry Ford once said, "Whether you think you can, or you think you can't … you're right."



By Terry Grant and Nadine Robinson. Carpe Machinam Inc., 2012, pp. 213

STRANGE STORIES FROM THE BEAT

Man openly carrying new gun robbed by man with gun

A 21-year-old Oregon man was proud enough of his brand new handgun that he was carrying it in the open during the wee hours of the morning after purchasing it earlier in the day. Police say another young man approached and asked for a cigarette. The young man said, "I like your gun. Give it to me." The robber then produced a gun of his own. The new gun owner handed over the gun and the robber fled on foot.

Online audience saves gamer during home invasion

People watching a video feed of a person playing an online game called authorities to report seeing a home invasion taking place in the gamer's apartment. A friend of the victim watching the video saw two men with guns break down the apartment door while the person was playing the game. One man was still in the apartment when officers arrived.

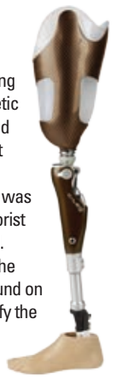
Cake dispute leads mom to bust own son for pot

Police in Michigan arrested a 16-year-old boy for marijuana possession, but police had a little help from his mother.

It started with a dispute over a piece of cake, between the woman and her teenage son at their home. The mother then informed an officer that her son had marijuana in his bedroom, and would smoke it in the home in front of her other children. The woman then apparently went into the boy's room, got the marijuana herself and turned the drugs over to police.

The boy was taken into custody, thereby making the drug bust a total piece of cake.

Prosthetic leg seeks owner after fake limb is found



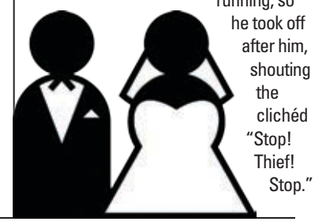
Police in western Pennsylvania are searching for the owner of a prosthetic leg, found alongside a road on June 21. Police haven't been able to determine whether the artificial limb was lost or stolen since a motorist found it lying along a road. Police are hoping to use the number — and a shoe found on the prosthetic — to identify the owner.

Couple renews wedding vows, including, "stop thief!"

A couple was renewing their vows just before the groomsman, a combat engineer with the 1st Cavalry Division, was deployed to Afghanistan. The ceremony, with 175 guests, was the traditional wedding that the couple planned for when he returned.

He was outside during the reception when his mother yelled that someone had taken cards from a gift table in the lobby.

He said he saw a man across the street with the cards in his hand and yelled at him to stop, but the suspect began running, so he took off after him, shouting the clichéd "Stop! Thief! Stop."



IF YOU HAVE ANY funny, interesting or strange stories from the beat, please send them to jimd.robertson@ky.gov

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